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FOREWORD

EVERY two years for a quarter of a century the NEA Research Division has prepared this survey of salaries paid and salary schedules in city-school systems. It is one of the outstanding services of the Association.

Much of the credit for the survey belongs to superintendents of schools and their central office staffs. In the fall of the even-numbered years these staffs receive the questionnaire asking for an immediate reply on salary schedules and a somewhat later report on the details of salaries actually paid. The survey calls for hours of painstaking work. Our thanks, therefore, are extended to the more than 2000 school systems which have made the report possible.

The interpretation of the 1950-51 situation depends largely upon the standards one considers important. This survey, considered in terms of the past two or three decades, shows a number of hopeful signs. Most cities today, for example, have an official salary schedule. These schedules are based largely upon professional preparation rather than upon school levels. Great progress has been made in advancing the average salaries of classroom teachers. Annual increments have tended to increase and have been better spaced over the period of active service. We have learned much from each other about salary scheduling and these NEA Research Division surveys have been the core of shared information.

From the angle of establishing a truly professional level of compensation the record is not so encouraging. We have not been able to present an inescapable challenge to the outstanding young men and women choosing their professional careers. We have not been able to hold in service many experienced teachers of recognized competence. We have not been able to adjust salaries rapidly enough to the steadily rising price levels. We have not had the funds necessary to meet adequately the difficulties caused by manpower shortages, the mobility of the American people, and the steadily increasing school enrolments. Too frequently still, the public exhibits a lack of appreciation of the price which must be paid for teachers with the ability and competence to serve well America's children and youth.

In the decade ahead there is both a challenge and an opportunity for leaders among the school administrators and the officers of professional associations. From an economic angle the next few years promise many complications and problems. By working together, with members of boards of education and other farseeing laymen, the profession can make substantial further progress toward salaries commensurate with the importance of teaching in the building of a stronger America.

WILLARD E. GIVENS, *Executive Secretary,*
National Education Association.

I. Introduction

Biennially, since 1922-23, the Research Division of the National Education Association has conducted surveys of the salaries paid in city-school systems. This RESEARCH BULLETIN presents a summary of the salaries paid city-school employees in 1950-51.

The grouping as to city size is according to preliminary 1950 census figures for 1950-51; the 1940 census for 1940-41 thru 1948-49; and the 1930 census for years prior to 1940-41.

Method of Making Survey

The procedure in making this study was similar to that followed in previous years. The inquiry forms were mailed to superintendents of schools on September 15, 1950. A page of this questionnaire is illustrated on page 82 of this bulletin. Follow-up letters and telegrams were sent to secure the largest possible sampling. Correspondence was carried on whenever reasonable doubts occurred.

In making comparisons of trends it must be kept in mind that, while the census is taken only once a decade, in each year a few cities cross the line into new population groups. Some cities actually belonged in population groups above those in which they were classified in the 1946-47 and the 1948-49 surveys. In the present survey, shifting these cities all along the line means that in general the percents of increase of average salaries in 1950-51 over 1946-47 and 1948-49 are probably smaller in most instances than they would have been if the exact city classifications could have been used in these two earlier surveys.

New City Groupings

In 1948-49 and 1950-51 the former Group I has been divided. The new Group I includes cities over 500,000 in population; Group II designates the cities 100,000 to 500,000 in population; Group III applies to cities 30,000 to 100,000 in population; and so on thru Group VI. See Table 1 on this page.

The six population groups as defined in columns 1 and 2 of Table 1 are used consistently thruout this bulletin and are referred to by Roman numerals. The use of the group designations, both in text and tables, conserves space and avoids cumbersome repetition of the population limits.

Size of Sample

Table 1 shows the classification used, the number of cities in each of the six population groups, and the number and percent of cities submitting usable replies.

A total of 2438 cities is included in the salary survey for this year. This is 251 more than the total reporting in any previous biennium. This study covers 55.8 percent of all school systems in cities above 2500 population and 89.7 percent of the school systems in cities with more than 30,000 population. It is estimated that 85 percent of all employees in city-school systems in the United States are included in the tabulations. The number of school employees of all classes included in this study is 506,000.

Because salaries in 1950-51 are changing thruout the year, and this report is based on figures reported early in the school year, the 1950-51 figures here reported are slightly lower than if end-of-the-year figures had been used.

TABLE 1.—NUMBER OF SCHOOL SYSTEMS INCLUDED IN STUDY

Group number	Population ranges	Number of city-school systems according to 1950 Census [1]	Number of city-school systems reporting	Percent replying
1	2	3	4	5
I	Over 500,000	18	18	100.0%
II	100,000 to 500,000	90	88	97.8
III	30,000 to 100,000	320	278	86.9
IV	10,000 to 30,000	965	642	66.5
V	5,000 to 10,000	1,219	664	54.5
VI	2,500 to 5,000	1,760	748	42.5
Total		4,372	2,438	55.8%

[1] The figures given in this column exceed the number of cities as reported in the *17th Census*, U. S. Department of Commerce, Bureau of the Census, for the following reasons: First, the inclusion of certain New England communities over 2,500 in population which prior to 1930 had been classified as urban but which were transferred to rural in 1930. Second, counting the number of school systems rather than the number of cities where dual systems are in operation. In all such cases, however, the 1950 Census population figures for the various cities rather than the population of the school districts were used in classifying.

II. Trends in Salaries Paid, 1930-31 to 1950-51

It is possible thru the NEA Research Division's salary surveys to compare median salaries of school employees for a quarter of a century. Tables 2 thru 7 of the present section show periodic comparisons for the years since 1930-31. The medians for the new Group I and Group II cities have been recalculated for the earlier years so that all medians shown in this study are comparable.

General Trends Since 1930-31

In 1930-31 the salaries of teachers in city-school systems stood at their highest point, up to that date, both in total amount and in purchasing power. A year or two thereafter the economic depression led to widespread unemployment and curtailment of salaries. The city medians reached their lowest levels in the school year 1934-35.

The 1936-37 and 1938-39 surveys revealed medians of salaries progressively higher than those in the 1934-35 study.[1] With the exception of one population group, there were increases from 1938-39 to 1940-41. In the big industrial centers in Group I the opening of the war drew off many experienced teachers. Their temporary replacements were paid at lower salaries so that for some positions there was an actual decrease in median salaries from 1938-39 to 1940-41. By 1940-41, the medians in Groups I thru IV equaled or exceeded those reported for the same city groups in 1930-31. Not until 1942-43 had Groups V and VI restored salaries so that the median salaries approximated those of the predepression year.

The 1944-45 survey showed a definite upward turn of the medians for most types of school positions in all city groups. After 1944-45 the general trend has been sharply upward as compared with the slow recovery between 1934-35 and 1942-43.

The median salaries paid, as shown by the present bulletin, are the highest reported to date in this series of biennial surveys. To say this, however, is to give but part of the picture since the vital question to the individual is the *purchasing power of the take-home pay*. This question will be discussed later in the present section.

Trends of Salaries in Specific Groups

Tables 2 thru 7 of this section clearly show the adjustments in relative position of the median salaries paid to various types of school personnel. The discussion will be limited to the median salaries of classroom teachers, principals, and superintendents of schools.

Classroom teachers—The median salaries of all classroom teachers in 1950-51 are as follows for the various city sizes: Group I, $4456; Group II, $3595; Group III, $3407; Group IV, $3150; Group V, $2985; and Group VI, $2831. These medians are from 5 to 8 percent higher than the comparable medians of 1948-49; they are from 79 to 117 percent higher than the similar medians of the 1930-31 survey.

In addition to the generally substantial rise in actual salaries paid to classroom teachers during the past twenty years there have been two other major trends. The first of these has been the closing of the gap which existed in 1930-31 between the median salaries of classroom teachers and administrators. In Group I the median salaries of all classroom teachers advanced 78.8 percent between 1930-31 and 1950-51, while, in this same period, the median salaries of no principals and superintendents in this city group increased by more than 51.9 percent.

The reasons for this trend are not hard to find. Generally speaking, before World War II the salaries of classroom teachers were exceptionally low, especially in the elementary schools. These low levels also were most characteristic of the small cities. As the teacher shortage and cost of living increased during the war years, in order to hold the staffs, relatively large proportions of any additional funds were put into salaries of classroom teachers. Other factors have been the increase in state aid for salary purposes and the tendency to raise the minimum salaries for inexperienced teachers more rapidly than maximum salaries, thus pushing up the average salaries of classroom teachers more rapidly than the upper limits of the salary schedules.

The second major trend, related to the one

[1] Those not familiar with the term "median" may look upon it as having, for ordinary purposes, the same general significance as the familiar "arithmetic mean" or "average." More specifically, the best paid 50 percent of a group of teachers receive salaries equal to, or greater than, the median salary, and the poorest paid 50 percent of a group of teachers receive salaries equal to, or less than, the median.

TABLE 2.—TRENDS IN SALARIES PAID EMPLOYEES IN SCHOOL SYSTEMS IN CITIES OVER 500,000 IN POPULATION, 1930-31 TO 1950-51 (GROUP I)

Type of school employee	Median salaries paid in					Percent of increase			
	1930-31	1940-41	1946-47	1948-49	1950-51	1930-31 1950-51	1940-41 1950-51	1946-47 1950-51	1948-49 1950-51
1	2	3	4	5	6	7	8	9	10
Classroom teachers:									
Kindergarten	$2,320	$2,371	$3,152	$3,663	$4,029	73.7%	69.9%	27.8%	10.0%
Elementary school	2,407	2,434	3,200	4,019	4,172	73.3	71.4	30.4	3.8
Atypical classes	2,600	2,450	3,448	4,002	4,341	67.0	77.2	25.9	8.5
Junior high school	2,694	2,801	3,542	4,092	4,501	67.1	60.7	27.1	10.0
High school	3,061	3,106	4,047	4,689	4,947	61.6	59.3	22.2	5.5
Junior college	.....	.....	.....	4,676	4,768	....	....	....	2.0
Part-time or continuation school	2,878	2,818	.....	.....	4,005	39.2	42.1	....	....
Total all regular classroom teachers [1]	2,492	2,708	3,580	4,242	4,456	78.8	64.5	24.5	5.0
Teaching department heads, deans, and assistant principals:									
Junior high school	.....	.....	4,058	4,558	5,819	....	....	43.4	27.7
High school	.....	.....	6,400	6,500	7,394	....	....	15.5	13.8
Supervising deans, department heads, and assistant principals:									
Elementary school:									
Assistant principals	4,380	4,665	4,136	5,141	5,687	29.8	21.9	37.5	10.6
Junior high school:									
Deans and department heads	.....	.....	4,446	5,250	5,750	....	....	29.3	9.5
Assistant principals	3,677	4,610	4,886	5,480	6,126	66.6	32.9	25.4	11.8
High school:									
Deans	.....	.....	.....	.....	4,586	....	....	....	....
Department heads	.....	.....	4,329	5,222	5,684	....	....	31.3	8.8
Assistant principals	5,643	4,161	5,111	5,788	6,375	13.0	53.2	24.7	10.1
Junior college:									
Deans, department heads, and assistant principals	.....	.....	.....	5,625	7,773	....	....	....	38.2
Principals:									
Teaching elementary school	.....	.....	.....	.....	4,720	....	....	....	....
Supervisory elementary school	4,135	3,966	5,077	5,907	6,283	51.9	58.4	23.8	6.4
Junior high school	4,969	5,134	5,909	6,906	7,115	43.2	38.6	20.4	3.0
High school	5,674	5,412	6,396	7,321	8,107	42.9	49.8	26.8	10.7
Junior college	.....	.....	.....	7,813	9,600	....	....	....	22.9
Part-time, continuation, or adult education school	5,500	5,083	6,083	6,875	7,684	39.7	51.2	26.3	11.8
Administrative and supervisory staff:									
Superintendents of schools	15,100	13,200	14,333	16,000	18,333	21.4	38.9	27.9	14.6
Associate, assistant, or deputy superintendents	7,583	6,482	9,010	9,667	10,679	40.8	64.7	18.5	10.5
Administrative assistants	.....	.....	6,050	6,406	7,350	....	....	21.5	14.7
Business managers	8,500	7,750	6,017	8,333	10,667	25.5	37.6	77.3	28.0
Purchasing officers	.....	.....	.....	5,286	7,875	....	....	....	49.0
Auditors	.....	.....	.....	7,000	7,625	....	....	....	8.9
Accountants	.....	.....	.....	5,250	6,250	....	....	....	19.0
Directors, assistant directors, or supervisors of:									
Research, tests, etc.	3,800	3,900	4,350	5,417	6,000	57.9	53.8	37.9	10.8
Pupil personnel	.....	.....	.....	4,700	5,500	....	....	....	17.0
Employee personnel	.....	.....	.....	7,250	7,288	....	....	....	0.5
Vocational education	4,540	3,567	4,650	.....	6,167	35.8	72.9	32.6	....
Physical education	3,218	3,625	4,575	5,298	5,888	83.0	62.4	28.7	11.1
Health education	3,500	2,973	5,350	6,250	7,000	100.0	135.5	30.8	12.0
School library services	.....	.....	3,950	5,167	5,300	....	....	34.2	2.6
Special education	.....	.....	.....	5,250	5,736	....	....	....	9.3
Adult education	.....	.....	5,450	.....	6,250	....	....	14.7	....
Veteran education	.....	.....	5,050	5,250	5,450	....	....	7.9	3.8
Art	3,157	3,300	4,278	5,091	5,222	65.4	58.2	22.1	2.6
Music	3,245	3,185	3,965	5,159	5,667	74.6	77.9	42.9	9.8
Manual or industrial arts	5,950	3,633	4,583	5,500	6,126	3.0	68.6	33.7	11.4
Home economics	3,500	4,000	4,683	5,550	6,050	72.9	51.3	29.2	9.0
Audio-visual education	.....	2,900	4,625	5,063	6,071	....	109.3	31.3	19.9
Curriculum	.....	.....	.....	.....	6,250	....	....	....	....
Elementary education	.....	3,500	4,634	5,286	6,196	....	77.0	33.7	17.2
Primary grades	.....	3,150	4,250	5,375	6,438	....	104.4	51.5	19.8
Secondary education	.....	.....	.....	5,297	6,175	....	....	....	16.6
Other school employees:									
Secretarial and clerical employees:									
Secretaries to superintendents of schools	2,700	3,400	3,450	4,350	4,400	63.0	29.4	27.5	1.1
Secretaries of boards of education	6,250	4,800	6,550	.....	8,750	40.0	82.3	33.6	....
Clerks in principals' offices	1,519	1,480	2,138	2,509	2,619	72.4	77.0	22.5	4.4
Clerks in other administrative and supervisory offices	1,714	1,787	2,465	2,840	2,892	68.7	61.8	17.3	1.8
Head of maintenance, operations and construction	5,500	5,833	6,431	7,500	10,000	81.8	71.4	55.5	33.3
Head janitors	3,500	4,040	4,554	5,179	5,750	64.3	42.3	26.3	11.0
Head nurses	.....	.....	.....	.....	4,800	....	....	....	....
Nurses	1,924	1,926	2,436	2,873	3,240	68.4	68.2	33.0	12.8
School physicians	.....	.....	4,630	5,067	5,668	....	....	22.4	11.9
Chief attendance officers	5,050	4,900	5,261	6,175	6,333	25.4	29.2	20.4	2.6
Attendance officers	2,162	2,383	3,096	3,660	3,927	81.6	64.8	26.8	7.3
Head, school cafeterias	.....	.....	4,750	5,125	6,125	....	....	28.9	19.5

[1] Includes regular kindergarten, elementary, junior high, and high-school teachers.

TABLE 3.—TRENDS IN SALARIES PAID EMPLOYEES IN SCHOOL SYSTEMS IN CITIES 100,000 TO 500,000 IN POPULATION, 1930-31 TO 1950-51 (GROUP II)

Type of school employee	Median salaries paid in					Percent of increase			
	1930-31	1940-41	1946-47	1948-49	1950-51	1930-31 1950-51	1940-41 1950-51	1946-47 1950-51	1948-49 1950-51
1	2	3	4	5	6	7	8	9	10
Classroom teachers:									
Kindergarten	$1,843	$1,879	$2,467	$3,087	$3,409	85.0%	81.4%	38.2%	10.4%
Elementary school	1,866	1,901	2,559	3,265	3,395	81.9	78.6	32.7	4.0
Atypical classes	2,069	2,086	2,777	3,533	3,802	83.8	82.3	36.9	7.6
Junior high school	2,124	2,087	2,781	3,537	3,719	75.1	78.2	33.7	5.1
High school	2,412	2,288	2,993	3,793	3,995	65.6	74.6	33.5	5.3
Junior college	.....	.....	.....	4,426	4,722	....	....	....	6.7
Part-time or continuation school	2,315	1,977	2,733	3,689	3,868	67.1	95.6	41.5	4.9
Total all regular classroom teachers [1]	2,006	2,029	2,704	3,423	3,595	79.2	77.2	33.0	5.0
Teaching department heads, deans, and assistant principals:									
Junior high school	.....	.....	.....	.....	3,550	....	....	....	....
High school	.....	.....	3,453	4,363	4,633	....	....	34.2	6.2
Supervising deans, department heads, and assistant principals:									
Elementary school:									
Assistant principals	2,485	3,029	3,278	4,744	4,740	90.7	56.5	44.6	−0.1
Junior high school:									
Deans and department heads	.....	.....	.....	.....	3,600	....	....	....	....
Assistant principals	3,083	2,975	3,739	4,706	5,071	64.5	70.5	35.6	7.8
High school:									
Deans	2,792	2,677	3,452	4,424	4,868	74.4	81.8	41.0	10.0
Department heads	.....	.....	3,849	4,779	5,203	....	....	35.2	8.9
Assistant principals	3,498	3,265	4,093	5,061	5,208	48.9	59.5	27.2	2.9
Junior college:									
Deans, department heads, and assistant principals	.....	.....	.....	5,250	5,411	....	....	....	3.1
Principals:									
Teaching elementary school	2,330	2,088	2,800	3,661	3,990	71.2	91.1	42.5	9.0
Supervising elementary school	3,076	2,948	3,764	4,676	5,001	62.6	69.6	32.9	7.0
Junior high school	3,805	3,761	4,507	5,373	5,649	48.5	50.2	25.3	5.1
High school	4,547	4,183	5,049	6,073	6,291	38.4	50.4	24.6	3.6
Junior college	.....	.....	.....	6,250	7,500	....	....	....	20.0
Part-time or continuation school	3,500	3,600	4,467	5,354	6,125	75.0	70.1	37.1	14.4
Administrative and supervisory staff:									
Superintendents of schools	9,071	8,237	9,525	11,250	11,909	31.3	44.6	25.0	5.9
Associate, assistant, or deputy superintendents	5,180	5,324	6,195	7,558	7,944	53.4	49.2	28.2	5.1
Administrative assistants	.....	.....	5,250	5,688	6,286	....	....	19.7	10.5
Business managers	5,083	4,700	4,475	6,583	7,000	37.7	48.9	56.4	6.3
Purchasing officers	.....	.....	.....	4,280	4,557	....	....	....	6.5
Auditors	.....	.....	.....	4,300	4,350	....	....	....	1.2
Accountants	.....	.....	.....	3,820	4,500	....	....	....	17.8
Directors, assistant directors, or supervisors of:									
Research, tests, etc.	3,200	3,222	4,133	4,943	5,350	67.2	66.0	29.4	8.2
Pupil personnel	.....	.....	.....	4,350	5,750	....	....	....	32.2
Employee personnel	.....	.....	.....	5,750	6,125	....	....	....	6.5
Vocational education	4,900	3,678	4,675	5,313	5,571	13.7	51.5	19.2	4.9
Physical education	3,043	3,075	3,972	4,840	5,319	74.8	73.0	33.9	9.9
Health education	2,720	2,875	4,200	5,000	5,563	104.5	93.5	32.5	11.3
School library services	.....	.....	3,183	4,500	4,850	....	....	52.4	7.8
Special education	.....	.....	.....	4,900	5,308	....	....	....	8.3
Adult education	.....	.....	3,850	4,867	5,333	....	....	38.5	9.6
Veteran education	.....	.....	3,713	4,540	4,680	....	....	26.0	3.1
Art	2,713	2,820	3,808	4,625	5,100	88.0	80.9	33.9	10.3
Music	2,715	2,883	3,779	4,647	5,054	86.2	75.3	33.7	8.8
Penmanship	2,736	2,750	3,575	4,625	4,967	81.5	80.6	38.9	7.4
Manual or industrial arts	4,383	3,375	4,000	4,956	5,339	21.8	58.2	33.5	7.7
Home economics	2,914	2,929	3,917	4,725	5,107	75.3	74.4	30.4	8.1
Audio-visual education	.....	2,800	3,750	4,617	4,991	....	78.3	33.1	8.1
Curriculum	.....	.....	.....	5,292	5,857	....	....	....	10.7
Elementary education	.....	3,325	4,380	5,115	5,188	....	56.0	18.4	1.4
Primary grades	.....	3,400	3,933	4,633	5,205	....	53.1	32.3	12.3
Secondary education	.....	4,400	5,000	5,167	5,917	....	34.5	18.3	14.5
Other school employees:									
Secretarial and clerical employees:									
Secretaries to superintendents of schools	2,214	1,990	2,583	3,109	3,250	46.8	63.3	25.8	4.5
Secretaries of boards of education	4,088	3,400	4,567	5,393	6,156	50.6	81.1	34.8	14.1
Clerks in principals' offices	1,049	1,021	1,569	1,924	2,053	95.7	101.1	30.8	6.7
Clerks in other administrative and supervisory offices	1,398	1,347	1,936	2,319	2,485	77.8	84.5	28.4	7.2
Head of maintenance, operations and construction	3,900	3,733	4,750	5,525	5,857	50.2	56.9	23.3	6.0
Head janitors	2,257	2,733	3,508	4,283	4,500	99.4	64.7	28.3	5.1
Head nurses	2,114	1,900	2,933	3,650	3,900	84.5	105.3	33.0	6.8
Nurses	1,628	1,701	2,282	2,851	3,132	92.4	84.1	37.2	9.9
School physicians	.....	.....	4,850	5,708	6,469	....	....	33.4	13.3
Chief attendance officers	2,783	2,713	3,658	4,314	4,625	66.2	70.5	26.4	7.2
Attendance officers	1,878	1,941	2,528	3,171	3,447	83.5	77.6	36.4	8.7
Head, school cafeterias	.....	.....	3,663	4,600	4,750	....	....	29.7	3.3

[1] Includes regular kindergarten, elementary, junior high, and high-school teachers.

TABLE 4.—TRENDS IN SALARIES PAID EMPLOYEES IN SCHOOL SYSTEMS IN CITIES 30,000 TO 100,000 IN POPULATION, 1930-31 TO 1950-51 (GROUP III)

Type of school employee	Median salaries paid in					Percent of increase			
	1930-31	1940-41	1946-47	1948-49	1950-51	1930-31 1950-51	1940-41 1950-51	1946-47 1950-51	1948-49 1950-51
1	2	3	4	5	6	7	8	9	10
Classroom teachers:									
Kindergarten	$1,609	$1,683	$2,324	$3,006	$3,216	99.9%	91.1%	38.4%	7.0%
Elementary school	1,609	1,608	2,288	2,955	3,231	100.8	100.9	41.2	9.3
Atypical classes	1,850	1,787	2,529	3,254	3,577	93.4	100.2	41.4	9.9
Junior high school	1,860	1,847	2,546	3,280	3,569	91.9	93.2	40.2	8.8
High school	2,111	2,039	2,774	3,444	3,782	79.2	85.5	36.3	9.8
Junior college	.....	.....	.....	4,088	4,281	....	....	....	4.7
Part-time or continuation school	2,166	2,106	2,636	3,450	3,364	55.3	59.7	27.6	−2.5
Total all regular classroom teachers [1]	1,760	1,763	2,458	3,150	3,407	93.6	93.3	38.6	8.2
Teaching department heads, deans, and assistant principals:									
Junior high school	.....	.....	2,967	3,747	4,286	....	....	44.5	14.4
High school	.....	.....	3,277	4,224	4,518	....	....	37.9	7.0
Supervising deans, department heads, and assistant principals:									
Elementary school:									
Assistant principals	2,756	2,067	2,786	4,129	4,367	58.5	111.3	56.7	5.8
Junior high school:									
Deans and department heads	.....	.....	3,069	4,007	4,392	....	....	43.1	9.6
Assistant principals	2,743	2,667	3,458	4,318	4,524	64.9	69.6	30.8	4.8
High school:									
Deans	2,523	2,460	3,370	4,444	4,889	93.8	98.7	45.1	10.0
Department heads	.....	.....	3,830	4,373	4,659	....	....	21.6	6.5
Assistant principals	3,053	3,093	3,714	4,600	5,093	66.8	64.7	37.1	10.7
Junior college:									
Deans, department heads and assistant principals	.....	.....	.....	5,042	5,611	....	....	....	11.3
Principals:									
Teaching elementary school	2,011	1,893	2,576	3,226	3,664	82.2	93.6	42.2	13.6
Supervising elementary school	2,646	2,470	3,328	4,195	4,629	74.9	87.4	39.1	10.3
Junior high school	3,353	3,175	4,016	4,788	5,257	56.8	65.6	30.9	9.8
High school	4,281	4,000	4,700	5,468	5,967	39.4	49.2	27.0	9.1
Junior college	.....	.....	.....	5,929	6,292	....	....	....	6.1
Part-time or continuation school	3,050	3,150	3,967	5,300	6,000	96.7	90.5	51.2	13.2
Administrative and supervisory staff:									
Superintendents of schools	6,758	6,116	7,307	8,772	9,177	35.8	50.0	25.6	4.6
Associate, assistant, or deputy superintendents	4,587	4,333	5,333	6,683	6,929	51.1	59.9	29.9	3.7
Administrative assistants	.....	.....	3,875	5,250	6,038	....	....	55.8	15.0
Business managers	3,690	3,457	4,180	5,330	5,896	59.8	70.6	41.1	10.6
Purchasing officers	.....	.....	.....	3,900	3,933	....	....	....	0.8
Auditors	.....	.....	.....	3,500	3,900	....	....	....	11.4
Accountants	.....	.....	.....	3,157	3,771	....	....	....	19.4
Directors, assistant directors, or supervisors of:									
Research, tests, etc.	2,450	2,488	3,625	4,275	4,800	95.9	92.9	32.4	12.3
Pupil personnel	.....	.....	.....	4,317	4,600	....	....	....	6.6
Employee personnel	.....	.....	.....	4,500	6,750	....	....	....	50.0
Vocational education	3,200	3,060	3,900	4,773	5,144	60.8	68.1	31.9	7.8
Physical education	2,479	2,530	3,467	4,195	4,759	92.0	88.1	37.3	13.4
Health education	2,125	2,600	3,200	3,957	4,633	118.0	78.2	44.8	17.1
School library services	.....	.....	2,675	3,329	3,933	....	....	47.0	18.1
Special education	.....	.....	.....	3,600	4,600	....	....	....	27.8
Adult education	.....	.....	3,733	4,775	5,250	....	....	40.6	9.9
Veteran education	.....	.....	3,650	4,400	4,400	....	....	20.5	0.0
Art	2,324	2,355	3,127	3,887	4,271	83.8	81.4	36.6	9.9
Music	2,375	2,433	3,127	3,914	4,323	82.0	77.7	38.2	10.4
Penmanship	2,300	2,450	2,800	3,600	4,100	78.3	67.3	46.4	13.9
Manual or industrial arts	2,892	2,780	3,583	4,360	4,688	62.1	68.6	30.8	7.5
Home economics	2,300	2,392	3,100	3,838	4,462	94.0	86.5	43.9	16.3
Audio-visual education	.....	2,400	3,125	4,111	4,392	....	83.0	40.5	6.8
Curriculum	.....	.....	.....	5,500	5,607	....	....	....	1.9
Elementary education	.....	2,810	3,688	4,544	4,965	....	76.7	34.6	9.3
Primary grades	.....	2,580	3,363	4,200	4,500	....	74.4	33.8	7.1
Secondary education	.....	2,975	3,800	4,917	5,264	....	76.9	38.5	7.1
Other school employees:									
Secretarial and clerical employees:									
Secretaries to superintendents of schools	1,815	1,663	2,289	2,667	2,982	64.3	79.3	30.3	11.8
Secretaries of boards of education	2,514	2,660	3,692	4,550	5,118	103.6	92.4	38.6	12.5
Clerks in principals' offices	1,046	986	1,585	1,959	2,120	102.7	115.0	33.8	8.2
Clerks in other administrative and supervisory offices	1,268	1,232	1,851	2,222	2,396	89.0	94.5	29.4	7.8
Head of maintenance, operations and construction	2,700	2,806	3,631	4,280	4,767	76.6	69.9	31.3	11.4
Head janitors	1,978	1,931	2,794	3,210	3,629	83.5	87.9	29.9	13.1
Head nurses	1,973	1,792	2,600	3,179	3,545	79.7	97.8	36.3	11.5
Nurses	1,651	1,629	2,309	2,816	3,063	85.5	88.0	32.7	8.8
School physicians	.....	.....	3,550	5,208	5,750	....	....	62.0	10.4
Chief attendance officers	2,033	1,978	2,792	3,444	3,971	95.3	100.8	42.2	15.3
Attendance officers	1,736	1,578	2,204	2,732	3,035	74.8	92.3	37.7	11.1
Head, school cafeterias	.....	.....	2,667	3,338	3,613	....	....	35.5	8.2

[1] Includes regular kindergarten, elementary, junior high, and high-school teachers.

just discussed, has been the related reduction since 1930-31 of the gaps among various types of classroom teachers. In Group I, for example, between 1930-31 and 1950-51 the median salary of high-school teachers increased 61.6 percent while that of elementary-school teachers increased 73.3 percent.

Similarly it is generally true for the other city groups (Tables 3 thru 7) that the relative differences among the median salaries of various types of classroom teachers are substantially less this year than in 1930-31. Undoubtedly one reason for this change has been the widespread adoption of the single salary schedule idea (see Table 20, p. 77).

Principals—To a considerable extent the trends in the medians of classroom teachers' salaries are also present in the medians of prin-

TABLE 5.—TRENDS IN SALARIES PAID EMPLOYEES IN SCHOOL SYSTEMS IN CITIES 10,000 TO 30,000 IN POPULATION, 1930-31 TO 1950-51 (GROUP IV)

Type of school employee	Median salaries paid in					Percent of increase			
	1930-31	1940-41	1946-47	1948-49	1950-51	1930-31 1950-51	1940-41 1950-51	1946-47 1950-51	1948-49 1950-51
1	2	3	4	5	6	7	8	9	10
Classroom teachers:									
Elementary school [1]	$1,428	$1,432	$2,118	$2,778	$2,998	109.9%	109.4%	41.5%	7.9%
Junior high school	1,619	1,597	2,354	3,014	3,204	97.9	100.6	36.1	6.3
High school	1,876	1,803	2,595	3,269	3,490	86.0	93.6	34.5	6.8
Junior college	.....	.....	.....	3,792	4,104	....	....	....	8.2
Part-time or continuation school	1,864	1,660	2,050	3,450	3,665	96.6	120.8	78.8	6.2
Total all regular classroom teachers [2]	1,552	1,551	2,299	2,964	3,150	103.0	103.1	37.0	6.3
Supervising assistant principals, deans, and department heads:									
Junior high school	.....	.....	.....	3,971	4,600	....	....	....	15.8
High school	.....	.....	.....	4,246	4,729	....	....	....	11.4
Junior college	.....	.....	.....	4,800	5,200	....	....	....	108.3
Principals:									
Elementary school:									
Teaching	1,742	1,686	2,382	3,121	3,357	92.7	99.1	40.9	7.6
Supervising	2,349	2,220	3,031	3,872	4,365	85.8	96.6	44.0	12.7
Total	1,900	1,848	2,652	3,469	3,828	101.5	107.1	44.3	10.3
Junior high school:									
Teaching	.....	.....	.....	.....	2,894	....	....	....	....
Supervising	.....	.....	3,471	4,332	4,652	....	....	34.0	7.4
Total	2,763	2,598	3,425	4,300	4,579	65.7	76.3	33.7	6.5
High school:									
Teaching	.....	.....	3,080	3,767	4,100	....	....	33.1	8.8
Supervising	.....	.....	4,102	4,826	5,154	....	....	25.6	6.8
Total	3,613	3,303	4,071	4,796	5,123	41.8	55.1	25.8	6.8
Junior college presidents, principals, or chief administrators	.....	.....	.....	5,700	5,900	....	....	....	3.5
Administrative and supervisory staff:									
Superintendents of schools	5,149	4,693	5,856	6,830	7,375	43.2	57.1	25.9	8.0
Assistant superintendents	2,950	3,125	4,425	5,614	6,097	106.7	95.1	37.8	8.6
Business managers	3,200	2,625	3,667	4,600	4,582	43.2	74.6	25.0	−0.4
Directors, assistant directors, or supervisors of:									
Research, tests, etc.	2,150	2,250	3,167	3,900	4,144	92.7	84.2	30.8	6.3
Guidance	.....	.....	3,550	3,950	4,233	....	....	19.2	7.2
Vocational education	3,017	2,517	3,550	4,185	4,446	47.4	76.6	25.2	6.2
Physical education	2,009	2,044	2,976	3,888	4,194	108.8	105.2	40.9	7.9
Health	1,767	1,600	2,950	3,425	4,000	126.4	150.0	35.6	16.8
School library services	.....	.....	2,350	3,230	3,508	....	....	49.3	8.6
Adult education	.....	.....	3,433	4,900	5,250	....	....	52.9	7.1
Veteran education	.....	.....	3,467	3,840	4,140	....	....	19.4	7.8
Art	1,826	1,824	2,532	3,345	3,583	96.2	96.4	41.5	7.1
Music	1,943	1,895	2,708	3,441	3,744	92.7	97.6	38.3	8.8
Manual or industrial arts	2,194	2,040	2,943	3,463	3,750	70.9	83.8	27.4	8.3
Home economics	1,718	1,675	2,358	2,893	3,325	93.5	98.5	41.0	14.9
Elementary education	.....	.....	3,147	4,086	4,513	....	....	43.4	10.5
Other school employees:									
Secretarial and clerical employees:									
Secretaries to superintendents of schools	1,453	1,369	1,989	2,446	2,666	83.5	94.7	34.0	9.0
Secretaries of boards of education	1,250	1,288	2,056	2,794	3,020	141.6	134.5	46.9	8.1
Clerks in principals' offices	966	889	1,533	1,802	1,883	94.9	111.8	22.8	4.5
Clerks in other administrative and supervisory offices	1,113	1,061	1,787	2,077	2,202	97.8	107.5	23.2	6.0
Head of maintenance, operations and construction	2,175	2,108	2,981	3,588	3,930	80.7	86.4	31.8	9.5
Janitors	1,360	1,324	1,977	2,398	2,512	84.7	89.7	27.1	4.8
Nurses	1,762	1,599	2,235	2,795	3,042	72.6	90.2	36.1	8.8
Attendance officers	1,195	1,236	2,144	2,513	2,828	136.7	128.8	31.9	12.5
Head, school cafeterias	.....	.....	2,400	3,000	3,133	....	....	30.5	4.4

[1] Includes kindergarten teachers.
[2] Includes regular kindergarten, elementary, junior high, and high-school teachers.

cipals' salaries. Briefly, they are that, in the past twenty years, (a) the percent of change has generally been greater in the small cities than in the largest cities and (b) the percent of change has generally been greater in the elementary schools than in the high schools.

These trends can be illustrated by specific types. Supervising elementary-school principals' medians, between 1930-31 and 1950-51, increased by the following percents: Group I, 51.9 percent; Group II, 62.6 percent; Group III, 74.9 percent; Group IV, 85.8 percent; Group V, 85.2 percent; and Group VI, 86.3 percent. The respective percents for high-school principals were: 42.9, 38.4, 39.4, 41.8, 61.0, and 73.8. From the city-size angle it will be

TABLE 6.—TRENDS IN SALARIES PAID EMPLOYEES IN SCHOOL SYSTEMS IN CITIES 5,000 TO 10,000 IN POPULATION, 1930-31 TO 1950-51 (GROUP V)

Type of school employee	Median salaries[1] paid in					Percent of increase			
	1930-31	1940-41	1946-47	1948-49	1950-51	1930-31 1950-51	1940-41 1950-51	1946-47 1950-51	1948-49 1950-51
1	2	3	4	5	6	7	8	9	10
Classroom teachers:									
Elementary school [2]	$1,303	$1,289	$1,948	$2,609	$2,831	117.3%	119.6%	45.3%	8.5%
Junior high school	1,494	1,452	2,155	2,874	3,005	101.1	107.0	39.4	4.6
High school	1,692	1,626	2,375	3,017	3,220	90.3	98.0	35.6	6.7
Junior college	.....	.....	.....	3,450	3,632	....	....	....	5.3
Part-time or continuation school	1,454	850	2,617	3,270	3,790	160.7	345.9	44.8	15.9
Total all regular classroom teachers [3]	1,434	1,424	2,121	2,783	2,985	108.2	109.6	40.7	7.3
Supervising assistant principals, deans and department heads:									
Junior high school	.....	.....	.....	.....	4,125	....	....	....	....
High school	.....	.....	.....	4,019	4,464	....	....	....	11.1
Principals:									
Elementary school:									
Teaching	1,583	1,494	2,214	2,859	3,210	102.8	114.9	45.0	12.3
Supervising	2,239	2,081	2,948	3,941	4,147	85.2	99.3	40.7	5.2
Total	1,653	1,578	2,356	3,124	3,503	111.9	122.0	48.7	12.1
Junior high school:									
Teaching	.....	.....	2,500	3,250	3,350	....	....	34.0	3.1
Supervising	.....	.....	3,150	3,988	4,267	....	....	35.5	7.0
Total	2,184	1,992	2,965	3,778	4,013	83.7	101.5	35.3	6.2
High school:									
Teaching	.....	.....	3,230	2,925	3,433	....	....	6.3	17.4
Supervising	.....	.....	3,514	4,264	4,591	....	....	30.6	7.7
Total	2,825	2,596	3,496	4,232	4,548	61.0	75.2	30.1	7.5
Junior college presidents, principals, or chief administrators	.....	.....	.....	4,450	4,450	....	....	....	0.0
Administrative and supervisory staff:									
Superintendents of schools	4,188	3,780	4,719	5,763	6,345	51.5	67.9	34.5	10.1
Assistant superintendents	3,300	2,750	3,800	4,600	5,417	64.2	97.0	42.6	17.8
Business managers	2,500	2,150	3,000	3,900	4,178	67.1	94.3	39.3	7.1
Directors, assistant directors, or supervisors of:									
Research, tests, etc.	2,425	2,300	3,250	3,750	3,800	56.7	65.2	16.9	1.3
Guidance	.....	.....	3,275	3,640	3,960	....	....	20.9	8.8
Vocational education	2,350	2,225	3,233	3,875	4,171	77.5	87.5	29.0	7.6
Physical education	1,884	1,791	2,706	3,214	3,700	96.4	106.6	36.7	15.1
Health	1,588	1,625	2,450	3,100	3,733	135.1	129.7	52.4	20.4
School library services	.....	.....	2,175	3,075	3,300	....	....	51.7	7.3
Adult education	.....	.....	3,200	4,700	4,900	....	....	53.1	4.3
Veteran education	.....	.....	3,133	3,671	4,067	....	....	29.8	10.8
Art	1,688	1,595	2,327	2,913	3,067	81.7	92.3	31.8	5.3
Music	1,729	1,638	2,480	3,209	3,347	93.6	104.3	35.0	4.3
Manual or industrial arts	2,041	1,791	2,557	3,220	3,433	68.2	91.7	34.3	6.6
Home economics	1,613	1,494	2,067	2,775	2,900	79.8	94.1	40.3	4.5
Elementary education	.....	.....	3,038	4,067	4,150	....	....	36.6	2.0
Other school employees:									
Secretarial and clerical employees:									
Secretaries to superintendents of schools	1,192	1,142	1,745	2,166	2,341	96.4	105.0	34.2	8.1
Secretaries of boards of education	558	656	1,225	1,592	2,000	258.4	204.9	63.3	25.6
Clerks in principals' offices	800	796	1,430	1,750	1,825	128.1	129.3	27.6	4.3
Clerks in other administrative and supervisory offices	1,057	896	1,612	1,980	2,050	93.9	128.8	27.2	3.5
Head of maintenance, operations and construction	1,900	2,117	2,930	3,433	3,626	90.8	71.3	23.8	5.6
Janitors	1,275	1,215	1,843	2,208	2,401	88.3	97.6	30.3	8.7
Nurses	1,641	1,525	2,091	2,718	2,850	73.7	86.9	36.3	4.9
Attendance officers	−600	579	1,811	2,067	2,433	....	320.2	34.3	17.7
Head, school cafeterias	.....	.....	2,175	2,650	3,100	....	....	42.5	17.0

[1] A minus sign (−) before a median figure means that the exact median cannot be calculated from the information given, but it is somewhat below the sum following the minus sign.
[2] Includes kindergarten teachers.
[3] Includes regular kindergarten, elementary, junior high, and high-school teachers.

noted that the foregoing percents are generally larger in the small-city groups than in the largest cities.

Altho not consistent, there has been a marked trend within city groups toward reducing the 1930-31 gap between the median salaries of elementary-school principals and secondary-school principals.

Superintendents of schools—Trends in the median salaries of superintendents of schools are less clear than for the preceding groups because of the relatively few persons involved and the turnover in the past twenty years.

Between 1930-31 and 1950-51 the median salaries of superintendents of schools advanced by the following percents: Group I, 21.4 percent; Group II, 31.3 percent; Group III, 35.8 percent; Group IV, 43.2 percent; Group V, 51.5 percent; and Group VI, 55.0 percent.

Too much reliance cannot be placed upon the specific amount of these percents but in general the percent of change for superintendents has been less than for classroom teachers and principals.

TABLE 7.—TRENDS IN SALARIES PAID EMPLOYEES IN SCHOOL SYSTEMS IN CITIES 2,500 TO 5,000 IN POPULATION, 1930-31 TO 1950-51 (GROUP VI)

Type of school employee	Median salaries[1] paid in					Percent of increase			
	1930-31	1940-41	1946-47	1948-49	1950-51	1930-31 1950-51	1940-41 1950-51	1946-47 1950-51	1948-49 1950-51
1	2	3	4	5	6	7	8	9	10
Classroom teachers:									
Elementary school [2]	$1,162	$1,149	$1,864	$2,483	$2,683	130.9%	133.5%	43.9%	8.1%
Junior high school	1,360	1,301	2,087	2,677	2,903	113.5	123.1	39.1	8.4
High school	1,547	1,428	2,274	2,877	3,067	98.3	114.8	34.9	6.6
Junior college	.....	.....	.....	3,025	4,700	....	....	....	55.4
Part-time or continuation school	700	550	800	3,550	3,693	427.6	571.5	361.6	4.0
Total all regular classroom teachers [3]	1,307	1,273	2,044	2,655	2,831	116.6	122.4	38.5	6.6
Supervising assistant principals, deans, and department heads:									
Junior high school	.....	.....	.....	3,650	3,750	....	....	....	2.7
High school	.....	.....	.....	4,350	4,350	....	....	....	0.0
Principals:									
Elementary school:									
Teaching	1,409	1,350	2,071	2,762	3,001	113.0	122.3	44.9	8.7
Supervising	2,175	1,878	2,900	3,692	4,053	86.3	115.8	39.8	9.8
Total	1,459	1,410	2,272	2,980	3,220	120.7	128.4	41.7	8.1
Junior high school:									
Teaching	.....	.....	2,413	2,700	3,400	....	....	40.9	25.9
Supervising	.....	.....	3,083	3,483	3,775	....	....	22.4	8.4
Total	1,775	1,596	2,625	3,163	3,550	100.0	122.4	35.2	12.2
High school:									
Teaching	.....	.....	2,939	3,300	3,682	....	....	25.3	11.6
Supervising	.....	.....	3,283	4,032	4,283	....	....	30.5	6.2
Total	2,403	2,136	3,197	3,948	4,177	73.8	95.6	30.7	5.8
Junior college presidents, principals, or chief administrators	.....	.....	.....	.....	6,100	....	....	....	....
Administrative and supervisory staff:									
Superintendents of schools	3,565	3,219	4,225	5,106	5,526	55.0	71.7	30.8	8.2
Assistant superintendents	.....	.....	4,000	4,775	4,800	....	....	20.0	0.5
Business managers	.....	1,950	3,233	3,667	4,200	....	115.4	29.9	14.5
Directors, assistant directors, or supervisors of:									
Vocational education	2,500	1,950	3,300	3,567	3,775	51.0	93.6	14.4	5.8
Physical education	1,756	1,713	2,400	3,300	3,850	119.2	124.8	60.4	16.7
School library services	.....	.....	2,138	3,029	3,075	....	....	43.8	1.5
Veteran education	.....	.....	3,163	3,779	4,156	....	....	31.4	10.0
Art	1,450	1,493	2,150	2,667	3,300	127.6	121.0	53.5	23.7
Music	1,439	1,428	2,196	2,967	3,480	141.8	143.7	58.5	17.3
Manual or industrial arts	1,867	1,664	2,600	3,029	3,275	75.4	96.8	26.0	8.1
Home economics	1,526	1,364	2,038	2,758	3,020	97.9	121.4	48.2	9.5
Elementary education	.....	.....	.....	.....	4,260	....	....	....	....
Other school employees:									
Secretarial and clerical employees:									
Secretaries to superintendents of schools	885	878	1,584	1,921	2,000	126.0	127.8	26.3	4.1
Secretaries of boards of education	−500	−500	703	1,233	1,285	....	....	82.8	4.2
Clerks in principals' offices	781	787	1,465	1,661	1,730	121.5	119.8	18.1	4.2
Clerks in other administrative and supervisory offices	764	825	1,721	1,877	2,050	168.3	148.5	19.1	9.2
Head of maintenance, operations and construction	2,150	1,570	2,925	3,340	3,500	62.8	122.9	19.7	4.8
Janitors	1,190	1,180	1,875	2,228	2,403	101.9	103.6	28.2	7.9
Nurses	1,546	1,296	2,021	2,511	2,686	73.7	107.3	32.9	7.0
Attendance officers	−600	−300	2,050	2,057	2,525	....	....	23.2	22.8

[1] A minus sign (−) before a median figure means that the exact median cannot be calculated from the information given, but it is somewhat below the sum following the minus sign.
[2] Includes kindergarten teachers.
[3] Includes regular kindergarten, elementary, junior high, and high-school teachers.

Purchasing Power and Comparative Value of Salaries

Altho not a part of the survey phases of the present study, attention should be given to the purchasing power of school employees' salaries. The term "purchasing power" is currently used to mean what today's actual dollars would buy in terms of the average value of dollars in the prewar years from 1935 thru 1939. The average price level for those years represents 100.0 in the "Consumers' Price Index," reported monthly by the Federal Bureau of Labor Statistics.[2] By averaging the monthly indexes from September of one year thru August of the next a school-year price index is derived.

The price index began to rise after the entrance of the United States into World War II. The school-year average of the price index was 102.1 in 1940-41, 115.3 in 1941-42, and 125.9 in 1942-43.[3] Prices were partially stabilized during the later war period but they rose rapidly afterward, reaching 170.6 in 1948-49.[4] The 1949-50 index (169.3) showed a slight decrease from the preceding year. However, during the summer of 1950 prices again took an upward trend and are still climbing. It is too early to compute the 1950-51 index but it seems unlikely that it will be below 180.0 as the average was 177.4 from September 1950 thru January 1951. The latest figure as this bulletin goes to press is 181.5, the price index for January 1951.

If the price index is applied to the salary figures reported in this bulletin, the "true" increases are found to be less than first appears. The median salary of all classroom teachers in Group III cities may be taken as an example. In 1940-41 this median salary was $1763. Dividing this amount by 102.1, the 1940-41 price index, results in a figure of $1727, which was the purchasing power of the 1940-41 salary in 1935-1939 dollars.

By 1946-47 the median Group III classroom teacher had a salary of $2458. Since the price index had reached 156.4, the purchasing power had sunk to $1572. Actually then in 1946-47 the median Group III teacher had $155 *less* in purchasing power than in 1940-41.

The 1950-51 figures suggest a slightly better situation, if a price index as low as 180.0 is estimated. The 1950-51 median of $3407 for Group III classroom teachers is found to have a purchasing power of $1893, or $166 above the 1940-41 median in value.

Actually, however, even this slight increase is canceled out by the federal income tax. This tax did not apply to public-school teachers prior to 1939 and was still at low rates in 1940-41. The Group III "average" teacher, who earned $1763 in 1940-41, would have paid about $16 if he had one dependent. The 1935-1939 purchasing power of the remainder would have been about $1711 ($1747 divided by the 1940-41 price index of 102.1). But the Group III "average" teacher with one dependent, who earned $3407 in 1950-51, is paying a federal income tax of $373, at October 1950 rates. The remainder, on the basis of an estimated price index of 180.0, will be worth $1686 in 1935-1939 dollars.

After World War I, wages and prices levelled off at a point about twice as high as before the war. Most people today have not yet become adjusted to a somewhat similar sequel to World War II. A 1950-51 salary of $5000 is still considered "high" altho it means in purchasing power only what $2778 did before World War II. A few other examples emphasize this point: $7000 in 1950-51 equals a prewar $3889; today's $3500 equals a prewar $1944; today's $2000 equals a prewar $1111. With 180.0 as the price index, each current salary dollar is worth about 56 cents in prewar value.

In appraising the economic status of teachers, attention should be given not only to the effect of price increases and federal taxes, but to the relationship of teachers' incomes to those of other groups. In 1940 the average salary of the instructional personnel of the public schools was $1450, which was about $150 higher than the average wage-and-salary worker in the United States. The defense program brought

[2] Economic indexes referred to in this section are derived from releases of federal government agencies. Sources are cited in the following report: National Education Association, Research Division. *Economic Status of Teachers in 1950-51.* Schools and Current Economic Trends, Release No. 2, 1950. Washington, D. C.: the Association, 1950. 30 p. (Mimeo.)

[3] On the basis of releases by the U. S. Bureau of Labor Statistics, which quoted estimates by the President's Committee on the Cost of Living, the Research Division added a quality-and-adjustment factor to the school-year price index for the years 1941-42 thru 1946-47. Excluding this adjustment, the index for 1941-42 was 113.3, and for 1942-43, 121.9.

[4] Excluding the quality-and-adjustment factor, the price index for 1946-47 was 154.2. No adjustment was added for 1947-48 or after.

great increases to employed persons other than teachers. By 1945 teachers' salaries had increased 31 percent; all employed persons, 69 percent. Teachers' salaries then began to gain a little faster but have never caught up. The latest comparison possible is for 1949. The average teacher in 1949 earned 99 percent more than in 1940; the average employed person earned 120 percent more than in 1940. Thus teachers are less well off in relation to the employed persons in general than they were ten years ago.

III. The Range and Distribution of Salaries in 1950-51

The median salaries reported in the preceding section summarizes as well as is possible in any single figure the general status of city teachers' salaries. It is important, however, to know how the salaries are distributed above and below the median figure. Table 8 presents this information for the three main groups of teachers in cities over 30,000 in population, and Table 9 gives similar information for cities under 30,000 in population.

Tables 10 and 11 show the distribution of salaries for the main groups of principals in cities over 30,000 and in cities under 30,000 in population, respectively. Tables 12 and 13

TABLE 8.—DISTRIBUTION OF SALARIES PAID TEACHERS IN CITIES OVER 30,000 IN POPULATION IN 1950-51

Salary groups	Elementary-school teachers			Junior high-school teachers			High-school teachers		
	Group I [1]	Group II [1]	Group III [1]	Group I	Group II	Group III	Group I	Group II	Group III
1	2	3	4	5	6	7	8	9	10
$6,000 and over	15	.....	.....	55	.....	.....	362	2	17
5,900–5,999	15	1	.....	.....	.....	.....	2	1	9
5,800–5,899	1	12	.....	5	10	4	16	43	16
5,700–5,799	29	1	.....	.....	.....	.....	.....	4	28
5,600–5,699	.....	2	19	14	36	54	5,520	209	196
5,500–5,599	76	15	3	78	.....	.....	503	28	78
5,400–5,499	434	56	12	836	14	15	70	53	58
5,300–5,399	123	6	38	9	29	70	3,759	157	159
5,200–5,299	1,450	57	42	1,420	16	68	1,019	138	280
5,100–5,199	2,479	145	120	487	38	45	1,088	538	181
5,000–5,099	970	459	191	409	148	70	1,380	372	320
4,900–4,999	9,240	174	104	352	177	110	1,696	341	332
4,800–4,899	308	367	233	380	60	206	752	263	528
4,700–4,799	991	744	202	348	398	207	2,304	856	576
4,600–4,699	1,288	649	459	398	251	224	1,386	923	603
4,500–4,599	1,459	559	679	681	316	364	1,121	763	695
4,400–4,499	4,871	839	473	174	310	242	492	1,058	614
4,300–4,399	644	1,518	561	424	499	253	797	954	601
4,200–4,299	1,747	1,036	1,124	313	460	379	805	1,464	861
4,100–4,199	2,741	1,710	1,102	701	455	484	288	1,259	894
4,000–4,099	2,690	2,090	1,279	295	722	647	958	1,544	1,070
3,900–3,999	2,171	1,989	1,349	161	675	635	425	1,115	1,149
3,800–3,899	1,268	1,962	1,526	251	581	738	427	930	1,197
3,700–3,799	777	2,575	1,782	232	694	800	447	895	1,247
3,600–3,699	1,527	2,811	2,263	318	676	681	512	983	1,041
3,500–3,599	1,048	2,494	1,854	208	432	622	306	732	849
3,400–3,499	1,947	1,932	1,751	401	362	579	499	655	820
3,300–3,399	1,217	3,167	2,417	212	545	662	307	792	995
3,200–3,299	1,988	2,918	2,722	302	624	602	322	954	937
3,100–3,199	1,312	2,173	2,167	208	436	610	805	582	636
3,000–3,099	1,690	2,252	2,702	336	406	630	222	499	759
2,900–2,999	663	1,845	2,080	196	371	543	140	502	610
2,800–2,899	2,168	1,795	2,092	227	338	453	129	386	537
2,700–2,799	574	1,678	2,138	138	359	395	74	402	426
2,600–2,699	2,437	1,880	1,782	201	261	355	114	395	435
2,500–2,599	868	1,711	1,812	136	274	303	104	295	393
2,400–2,499	379	1,963	1,817	10	279	347	53	374	440
2,300–2,399	23	1,117	1,070	4	138	198	5	193	225
2,200–2,299	46	763	707	1	68	112	2	146	156
2,100–2,199	2	362	704	.....	31	91	2	69	127
2,000–2,099	116	370	535	2	12	81	33	137	114
1,800–1,999	1	292	530	1	2	57	.....	40	104
1,600–1,799	.....	107	322	.....	2	23	.....	.....	55
1,400–1,599	.....	78	83	.....	4	5	.....	3	6
1,200–1,399	.....	37	57	.....	.....	5	.....	.....	1
Below 1,200	.....	9	37	.....	.....	13	.....	.....	.....
Total	53,793	48,720	42,940	10,924	11,509	12,982	29,246	22,049	21,375
Median	$4,172	$3,395	$3,231	$4,501	$3,719	$3,569	$4,947	$3,995	$3,782
Arithmetic mean	$4,085	$3,421	$3,264	$4,339	$3,686	$3,561	$4,791	$3,904	$3,774

[1] For population ranges, see Table 1, page 57.

give similar data for certain administrative and supervisory officers also grouped by cities over and under 30,000 in population.

Table 14 presents the distribution of salaries paid to secretarial and clerical employees, while Tables 15 and 16 show similar information for attendance officers, nurses, and head janitors.

The tables in this section bring out clearly the relative position of the median salaries in the different population groups and the extent to which the distributions themselves overlap. They show that, altho the median salary of various groups of teachers increases with the size of the city in which the teacher is employed, there is a considerable amount of overlapping in the distributions of the salaries. There are some types of positions in the larger cities in which many individuals receive lower salaries than some persons in like positions in the smaller cities.

Differences in the experience and training of the individuals involved, the salary schedules of the cities, and variations in living costs are among the factors which account for this overlapping. It will be seen that the larger cities, in general, show a wider spread of salaries than the smaller cities.

Tables 8 to 16 also give the total number of the various employees reported by the cities covered in this survey and the median and arithmetic mean for each type and city size.

Tables 8 and 9 bring out the usual tendency for salaries to increase with the size of the city. This situation is one of the major causes of a high employment turnover in rural areas and small towns. It made for an acute teacher shortage in the war years between 1941 and 1945 by drawing school personnel from the small to the large communities. On the basis of the

(Text continues on p. 74)

TABLE 9.—DISTRIBUTION OF SALARIES PAID TEACHERS IN CITIES UNDER 30,000 IN POPULATION IN 1950-51

Salary groups	Elementary and kindergarten teachers			Junior high-school teachers			High-school teachers		
	Group IV [1]	Group V [1]	Group VI [1]	Group IV	Group V	Group VI	Group IV	Group V	Group VI
1	2	3	4	5	6	7	8	9	10
$5,000 and over	231	95	13	100	7	.....	889	224	65
4,900–4,999	84	11	.....	19	1	.....	203	52	10
4,800–4,899	78	12	3	51	2	.....	264	88	32
4,700–4,799	126	46	5	65	.....	.....	310	95	50
4,600–4,699	178	49	9	49	2	1	374	122	46
4,500–4,599	198	32	19	71	5	.....	425	140	71
4,400–4,499	199	59	25	70	11	1	526	188	98
4,300–4,399	308	73	31	120	21	6	621	194	111
4,200–4,299	306	160	68	128	15	3	696	329	177
4,100–4,199	468	111	41	150	21	5	666	321	178
4,000–4,099	759	264	97	220	42	23	1,059	483	272
3,900–3,999	767	275	89	226	38	8	912	412	287
3,800–3,899	986	416	115	337	92	20	1,059	599	359
3,700–3,799	994	483	165	331	73	31	1,155	567	375
3,600–3,699	1,624	477	242	374	102	43	1,210	654	458
3,500–3,599	1,669	579	290	379	104	50	1,211	637	419
3,400–3,499	1,741	693	405	390	115	61	1,106	697	475
3,300–3,399	1,593	801	481	387	136	61	1,095	735	516
3,200–3,299	1,964	1,034	609	381	138	71	1,149	881	608
3,100–3,199	2,281	1,051	657	420	129	66	1,134	696	592
3,000–3,099	2,836	1,662	1,018	498	182	108	1,191	968	787
2,900–2,999	2,433	1,229	806	391	126	110	893	746	559
2,800–2,899	2,731	1,361	896	442	149	110	974	787	683
2,700–2,799	2,363	1,536	1,193	374	160	93	806	784	807
2,600–2,699	2,363	1,321	955	373	151	87	730	559	577
2,500–2,599	2,196	1,726	1,251	310	186	96	733	624	571
2,400–2,499	2,005	1,368	951	364	144	59	649	615	576
2,300–2,399	1,099	878	788	139	62	65	294	287	238
2,200–2,299	1,114	956	805	165	52	53	329	275	326
2,100–2,199	828	553	719	89	58	32	225	186	183
2,000–2,099	697	556	553	99	36	26	210	265	185
1,900–1,999	477	283	411	81	12	13	119	89	55
1,800–1,899	460	281	421	44	7	14	82	89	77
1,700–1,799	212	173	156	8	7	5	33	24	22
1,600–1,699	184	196	220	10	6	2	22	27	28
1,500–1,599	144	107	134	4	22	.....	7	18	21
1,400–1,499	65	53	64	3	7	4	14	12	16
1,300–1,399	49	34	77	3	11	1	4	4	8
1,200–1,299	35	41	37	1	6	1	10	5	1
Below 1,200	42	74	56	.....	17	.....	2	6	4
Total	38,887	21,109	14,875	7,666	2,455	1,329	23,391	14,484	10,923
Median	$2,998	$2,831	$2,683	$3,204	$3,005	$2,903	$3,490	$3,220	$3,067
Arithmetic mean	$3,041	$2,877	$2,699	$3,255	$3,011	$2,922	$3,508	$3,268	$3,130

[1] For population ranges, see Table 1, page 57.

TABLE 10.—DISTRIBUTION OF SALARIES PAID PRINCIPALS IN CITIES OVER 30,000 IN POPULATION IN 1950-51

Salary groups	Elementary-school principals						Junior high-school principals			High-school principals		
	Teaching			Supervising								
	Group I [1]	Group II [1]	Group III [1]	Group I	Group II	Group III	Group I	Group II	Group III	Group I	Group II	Group III
1	2	3	4	5	6	7	8	9	10	11	12	13
$12,000 and over	.....	.....	.....	.....	.....	.....	.....	.....	.....	73	.....	.....
11,000–11,999	.....	.....	.....	.....	.....	.....	.....	.....	.....	12	.....	.....
10,000–10,999	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....
9,500– 9,999	.....	.....	.....	2	.....	.....	48	.....	.....	1	5	1
9,000– 9,499	.....	.....	.....	121	.....	.....	7	6	.....	17	4	1
8,500– 8,999	.....	.....	.....	21	9	2	27	.....	1	59	2	4
8,000– 8,499	.....	.....	.....	13	5	13	20	.....	2	61	6	16
7,500– 7,999	.....	.....	.....	150	8	3	8	5	3	22	19	24
7,000– 7,499	.....	.....	.....	106	14	11	24	24	8	81	62	45
6,500– 6,999	1	.....	.....	557	44	41	46	44	19	22	75	59
6,000– 6,499	.....	3	.....	745	218	134	46	53	52	38	104	83
5,500– 5,999	.....	6	6	398	454	189	21	74	96	15	64	83
5,000– 5,499	.....	11	15	283	577	425	10	80	151	11	42	67
4,800– 4,999	4	12	9	53	237	236	.....	27	38	4	8	25
4,600– 4,799	5	8	13	50	258	199	.....	14	32	3	6	14
4,400– 4,599	.....	7	16	32	239	232	.....	17	27	1	15	11
4,200– 4,399	1	8	36	36	187	237	.....	9	28	.....	6	18
4,000– 4,199	1	21	62	12	139	169	.....	8	17	.....	2	6
3,800– 3,999	2	21	94	6	113	168	.....	1	11	.....	5	5
3,600– 3,799	.....	13	118	.....	68	108	.....	.....	9	.....	1	3
3,400– 3,599	.....	9	69	.....	35	99	.....	1	4	.....	1	3
3,200– 3,399	.....	14	56	.....	19	56	.....	1	4	.....	1	4
3,100– 3,199	.....	3	24	.....	11	20	.....	.....	1	.....	1	2
3,000– 3,099	.....	3	26	.....	6	26	.....	2	1	.....	.....	3
2,900– 2,999	.....	1	19	1	3	13	.....	1	.....	.....	1	.....
2,800– 2,899	.....	3	13	.....	3	17	.....	.....	1	.....	1	.....
2,700– 2,799	.....	3	11	.....	.....	19	.....	.....	1	.....	1	.....
2,600– 2,699	.....	.....	8	2	3	3	.....	1	3	.....	.....	.....
2,500– 2,599	.....	1	21	.....	.....	4	.....	.....	.....	.....	.....	.....
2,400– 2,499	.....	2	13	.....	.....	1	.....	.....	.....	.....	.....	.....
2,300– 2,399	.....	1	22	.....	3	5	.....	.....	.....	.....	1	.....
2,200– 2,299	.....	.....	1	.....	.....	3	.....	.....	.....	.....	.....	.....
2,100– 2,199	.....	.....	5	.....	.....	3	.....	.....	.....	.....	.....	.....
2,000– 2,099	.....	.....	1	.....	.....	2	.....	.....	.....	.....	.....	.....
Below 2,000	.....	4	4	.....	4	10	.....	.....	.....	.....	.....	.....
Total	14	154	662	2,588	2,658	2,448	257	368	509	420	433	477
Median	$4,720	$3,990	$3,664	$6,283	$5,001	$4,629	$7,115	$5,649	$5,257	$8,107	$6,291	$5,967
Arithmetic mean	$4,718	$4,043	$3,607	$6,347	$5,036	$4,675	$7,554	$5,735	$5,257	$8,648	$6,252	$5,983

[1] For population ranges, see Table 1, page 57.

TABLE 11.—DISTRIBUTION OF SALARIES PAID PRINCIPALS IN CITIES UNDER 30,000 IN POPULATION IN 1950-51

Salary groups	Elementary-school principals						Junior high-school principals						High-school principals					
	Teaching			Supervising			Teaching			Supervising			Teaching			Supervising		
	Group IV [1]	Group V [1]	Group VI [1]	Group IV	Group V	Group VI	Group IV	Group V	Group VI	Group IV	Group V	Group VI	Group IV	Group V	Group VI	Group IV	Group V	Group VI
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
$7,000 and over	.....	.....	.....	9	2	.....	.....	.....	.....	4	.....	.....	.....	.....	.....	44	7	.....
6,600–6,999	1	.....	.....	10	1	.....	.....	.....	.....	7	.....	.....	1	.....	.....	19	7	2
6,200–6,599	4	.....	.....	41	4	1	.....	.....	.....	14	1	.....	.....	.....	.....	41	8	5
5,800–6,199	1	.....	.....	45	20	2	.....	.....	.....	21	1	.....	1	.....	.....	71	23	6
5,400–5,799	3	.....	2	90	22	6	.....	.....	.....	22	6	2	1	.....	.....	102	47	23
5,000–5,399	27	9	2	162	62	24	1	.....	.....	59	12	2	1	2	2	123	100	44
4,800–4,999	19	7	2	118	42	19	.....	.....	.....	38	10	2	.....	.....	2	61	63	33
4,600–4,799	26	9	6	155	53	18	1	.....	1	42	15	4	1	1	3	54	63	46
4,400–4,599	44	26	9	196	68	30	1	3	.....	42	13	7	2	2	5	43	75	54
4,200–4,399	73	43	14	179	58	37	3	.....	2	26	15	4	5	3	4	29	80	64
4,000–4,199	83	53	19	145	62	51	1	4	3	20	19	7	3	1	14	27	59	67
3,800–3,999	122	80	44	116	62	32	1	3	6	27	8	4	2	3	12	21	37	48
3,600–3,799	139	104	43	103	65	30	2	8	5	12	15	8	2	5	17	15	30	45
3,400–3,599	191	124	58	123	41	29	1	8	11	9	10	5	2	3	13	12	11	30
3,200–3,399	213	135	75	96	46	15	1	14	5	4	2	12	.....	2	9	6	8	20
3,100–3,199	130	56	49	14	24	17	3	3	2	15	2	1	1	1	4	14	6	4
3,000–3,099	91	98	62	28	16	11	1	1	3	4	1	3	3	3	4	3	5	6
2,900–2,999	74	67	52	19	11	6	1	2	.....	3	2	3	1	.....	2	2	1	.....
2,800–2,899	85	84	41	17	5	3	8	1	1	12	2	1	1	1	3	7	1	.....
2,700–2,799	39	61	43	14	10	7	1	4	5	3	2	.....	.....	.....	2	5	2	2
2,600–2,699	24	42	50	7	8	.....	.....	1	4	1	.....	.....	.....	3	2	2	2	1
2,500–2,599	29	25	46	3	5	2	3	.....	3	2	.....	.....	.....	1	.....	1	1	.....
2,400–2,499	28	38	39	9	4	1	1	.....	2	.....	.....	1	.....	2	2	2	3	.....
2,300–2,399	15	26	29	5	1	3	.....	3	.....	2	.....	.....	.....	3	2	1	1	.....
2,200–2,299	28	22	26	5	2	1	.....	.....	1	1	.....	.....	.....	1	1	.....	2	.....
2,100–2,199	25	19	21	2	.....	1	1	.....	1	2	.....	.....	.....	1	.....	.....	.....	.....
2,000–2,099	13	18	19	1	.....	2	1	2	.....	.....	.....	.....	.....	.....	1	.....	.....	.....
1,900–1,999	5	2	4	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	1
1,800–1,899	7	11	3	1	.....	1	1	1	.....	.....	.....	.....	.....	.....	.....	.....	1	.....
Below 1,800	19	8	11	.....	3	.....	2	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total	1,558	1,167	769	1,714	697	349	35	59	56	392	136	66	27	39	104	705	643	501
Median	$3,357	$3,210	$3,001	$4,365	$4,147	$4,053	$2,894	$3,350	$3,400	$4,652	$4,267	$3,775	$4,100	$3,433	$3,682	$5,154	$4,591	$4,283
Arithmetic mean	$3,413	$3,249	$3,043	$4,377	$4,174	$4,017	$3,141	$3,306	$3,283	$4,626	$4,291	$3,884	$4,126	$3,394	$3,656	$5,177	$4,654	$4,343

[1] For population ranges, see Table 1, page 57.

TABLE 12.—DISTRIBUTION OF SALARIES PAID CERTAIN ADMINISTRATIVE AND SUPERVISORY OFFICERS IN CITIES OVER 30,000 IN POPULATION IN 1950-51

Salary groups	Superintendents of schools			Assistant, associate, or deputy superintendents			Secretaries of boards of education			Heads of maintenance, operations, and construction			Directors, assistant directors, or supervisors of music			Directors, assistant directors, or supervisors of physical education		
	Group I [1]	Group II [1]	Group III [1]	Group I	Group II	Group III	Group I	Group II	Group III	Group I	Group II	Group III	Group I	Group II	Group III	Group I	Group II	Group III
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
$25,000 and over	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
20,000–24,999	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
18,000–19,999	6	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
16,000–17,999	2	4	1	8	.....	.....	1	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
14,000–15,999	5	13	6	7	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
12,000–13,999	1	24	34	46	2	.....	3	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
10,000–11,999	.....	22	61	28	12	3	2	3	.....	9	2	.....	2	.....	.....	.....	.....	.....
9,500– 9,999	.....	3	20	7	12	5	.....	.....	1	1	.....	.....	.....	.....	.....	1	.....	.....
9,000– 9,499	.....	4	24	15	19	6	.....	3	1	.....	2	.....	1	.....	.....	1	1	.....
8,500– 8,999	.....	8	22	19	11	9	1	4	3	.....	1	.....	1	1	.....	2	1	.....
8,000– 8,499	.....	4	33	12	17	12	1	.....	6	.....	1	.....	1	.....	.....	1	.....	1
7,500– 7,999	.....	4	37	11	27	14	1	4	3	4	1	.....	2	1	.....	2	2	.....
7,000– 7,499	.....	.....	20	3	20	16	.....	4	3	4	10	1	5	1	.....	4	8	5
6,500– 6,999	.....	.....	10	3	19	21	.....	2	5	.....	6	6	8	6	3	9	9	3
6,000– 6,499	.....	.....	5	.....	9	20	2	8	7	2	13	24	11	13	11	14	11	19
5,500– 5,999	.....	.....	.....	.....	3	16	.....	6	12	1	14	17	15	25	14	20	25	20
5,000– 5,499	.....	.....	2	.....	1	13	.....	5	19	.....	17	37	13	28	47	15	40	50
4,800– 4,999	.....	.....	.....	.....	.....	.....	.....	1	5	.....	4	11	11	15	15	2	13	25
4,600– 4,799	.....	.....	.....	.....	.....	.....	.....	1	4	.....	1	15	5	15	28	3	11	22
4,400– 4,599	.....	.....	.....	.....	.....	.....	.....	2	6	.....	3	16	4	11	44	1	10	22
4,200– 4,399	.....	.....	.....	.....	.....	1	.....	.....	5	.....	1	17	2	11	40	1	5	20
4,000– 4,199	.....	.....	.....	.....	.....	.....	1	1	5	.....	1	18	.....	7	27	1	5	16
3,800– 3,999	.....	.....	.....	.....	.....	.....	.....	.....	3	.....	.....	14	1	3	31	.....	1	17
3,600– 3,799	.....	.....	.....	.....	.....	.....	1	2	5	.....	2	6	.....	3	39	.....	1	15
3,400– 3,599	.....	.....	.....	.....	.....	.....	.....	1	1	.....	.....	4	.....	2	18	.....	.....	8
3,200– 3,399	.....	.....	.....	.....	.....	.....	.....	1	4	.....	1	2	.....	.....	12	.....	.....	4
3,000– 3,199	.....	.....	.....	.....	.....	.....	.....	1	4	.....	.....	4	.....	2	12	.....	.....	2
2,800– 2,999	.....	.....	.....	.....	.....	.....	.....	1	5	.....	.....	1	.....	.....	7	.....	.....	3
2,600– 2,799	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	2	.....	.....	6	.....	.....	2
Below 2,600	.....	.....	.....	.....	.....	.....	.....	.....	4	.....	.....	2	.....	.....	1	.....	.....	1
Total	18	88	275	159	152	136	13	51	111	24	80	197	82	144	355	77	143	255
Median	$18,333	$11,909	$9,177	$10,679	$7,944	$6,929	$8,750	$6,156	$5,118	$10,000	$5,857	$4,767	$5,667	$5,054	$4,323	$5,888	$5,319	$4,759
Arithmetic mean	$18,889	$11,991	$9,610	$10,984	$8,214	$7,138	$9,465	$6,384	$5,242	$9,667	$6,077	$4,854	$5,916	$5,151	$4,355	$6,079	$5,488	$4,795

[1] For population ranges, see Table 1, page 57.

TABLE 13.—DISTRIBUTION OF SALARIES PAID CERTAIN ADMINISTRATIVE AND SUPERVISORY OFFICERS IN CITIES

TABLE 13.—DISTRIBUTION OF SALARIES PAID CERTAIN ADMINISTRATIVE AND SUPERVISORY OFFICERS IN CITIES UNDER 30,000 IN POPULATION IN 1950-51

Salary groups	Superintendents of schools			Secretaries of boards of education			Head of maintenance, operations, and construction			Directors, assistant directors, or supervisors of music			Directors, assistant directors, or supervisors of physical education		
	Group IV [1]	Group V [1]	Group VI [1]	Group IV	Group V	Group VI	Group IV	Group V	Group VI	Group IV	Group V	Group VI	Group IV	Group V	Group VI
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
$12,000 and over	18	5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
11,000–11,999	19	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
10,000–10,999	31	5	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
9,500– 9,999	15	3	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
9,000– 9,499	31	7	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
8,500– 8,999	50	15	6	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
8,000– 8,499	64	27	13	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
7,500– 7,999	65	40	23	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....
7,000– 7,499	84	67	34	.....	.....	.....	1	.....	.....	.....	.....	.....	1	1	.....
6,500– 6,999	90	109	60	1	2	.....	2	.....	.....	1	.....	.....	1	1	.....
6,000– 6,499	89	145	104	3	.....	.....	.....	.....	.....	.....	1	.....	4	.....	.....
5,500– 5,999	36	78	117	7	.....	.....	12	1	.....	7	.....	.....	10	3	.....
5,000– 5,499	24	81	144	4	1	1	18	3	1	19	1	1	34	4	5
4,800– 4,999	4	21	61	3	2	.....	14	.....	1	13	2	2	12	5	2
4,600– 4,799	5	19	36	2	1	.....	11	2	1	24	2	1	17	2	1
4,400– 4,599	2	11	40	2	.....	.....	19	4	.....	31	7	2	26	1	2
4,200– 4,399	.....	8	21	7	1	3	26	16	2	29	12	3	37	6	3
4,000– 4,199	1	2	22	13	5	.....	30	7	5	36	9	10	16	9	4
3,800– 3,999	.....	2	13	6	6	.....	20	2	3	47	14	4	27	14	8
3,600– 3,799	.....	2	6	6	11	2	30	19	9	48	23	9	24	7	7
3,400– 3,599	.....	1	4	15	9	2	20	2	2	33	19	10	18	5	2
3,200– 3,399	.....	1	2	13	4	1	26	12	1	33	30	11	10	9	1
3,000– 3,199	.....	.....	.....	15	10	6	22	12	11	35	28	14	10	10	5
2,900– 2,999	.....	.....	.....	.....	2	3	2	.....	2	14	11	.....	6	3	.....
2,800– 2,899	.....	.....	.....	5	3	1	3	3	.....	12	5	3	5	5	4
2,700– 2,799	.....	.....	.....	1	6	.....	5	4	.....	10	4	2	3	2	2
2,600– 2,699	.....	.....	.....	3	3	5	4	4	.....	13	4	2	4	4	.....
2,500– 2,599	.....	.....	.....	2	3	5	3	2	3	9	5	1	11	1	.....
2,400– 2,499	.....	.....	.....	14	6	5	6	7	4	7	8	.....	3	1	.....
2,300– 2,399	.....	.....	.....	2	4	2	.....	.....	.....	9	2	.....	1	2	.....
2,200– 2,299	.....	.....	.....	4	2	4	.....	1	.....	5	4	.....	2	3	.....
2,100– 2,199	.....	.....	.....	4	4	2	2	1	1	3	2	1	.....	.....	.....
2,000– 2,099	.....	.....	.....	2	2	3	4	1	.....	2	2	.....	3	.....	.....
1,900– 1,999	.....	.....	.....	2	4	1	.....	.....	.....	1	.....	.....	.....	.....	.....
1,800– 1,899	.....	.....	.....	4	7	5	.....	1	.....	.....	.....	.....	.....	1	.....
1,700– 1,799	.....	.....	.....	1	2	1	.....	.....	.....	.....	.....	.....	.....	.....	.....
1,600– 1,699	.....	.....	.....	1	2	2	.....	.....	.....	.....	.....	.....	.....	.....	.....
1,500– 1,599	.....	.....	.....	9	7	11	.....	.....	.....	.....	1	.....	.....	.....	.....
1,400– 1,499	.....	.....	.....	1	6	1	.....	.....	.....	.....	.....	.....	.....	.....	.....
1,300– 1,399	.....	.....	.....	2	3	2	.....	.....	.....	.....	.....	.....	.....	.....	.....
1,200– 1,299	.....	.....	.....	10	9	10	.....	.....	.....	.....	.....	.....	.....	.....	.....
1,100– 1,199	.....	.....	.....	.....	1	2	.....	.....	.....	.....	.....	.....	.....	.....	.....
1,000– 1,099	.....	.....	.....	6	10	10	.....	.....	.....	.....	.....	.....	.....	.....	.....
900– 999	.....	.....	.....	6	8	6	.....	.....	.....	.....	.....	.....	.....	.....	.....
Below 900	.....	.....	.....	15	28	43	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total	628	652	710	191	174	139	280	105	46	441	196	76	285	99	46
Median	$7,375	$6,345	$5,526	$3,020	$2,000	$1,285	$3,930	$3,626	$3,500	$3,744	$3,347	$3,480	$4,194	$3,700	$3,850
Arithmetic mean	$7,720	$6,476	$5,675	$2,875	$2,223	$1,623	$3,970	$3,588	$3,453	$3,744	$3,403	$3,557	$4,125	$3,733	$3,888

[1] For population ranges, see Table 1, page 57.

TABLE 14.—DISTRIBUTION OF SALARIES PAID SECRETARIAL AND CLERICAL EMPLOYEES IN 1950-51

Salary groups	Secretaries to superintendents						Clerks in administrative and supervisory offices						Clerks in principals' offices					
	Group I [1]	Group II [1]	Group III [1]	Group IV [1]	Group V [1]	Group VI [1]	Group I	Group II	Group III	Group IV	Group V	Group VI	Group I	Group II	Group III	Group IV	Group V	Group VI
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
$6,000 and over	3	2	.....	.....	.....	.....	18	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
5,500–5,999	1	.....	1	.....	.....	.....	21	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
5,000–5,499	.....	.....	1	.....	.....	.....	25	2	.....	2	.....	.....	.....	1	.....	.....	.....	.....
4,800–4,999	1	1	.....	1	.....	1	11	6	.....	.....	.....	.....	.....	3	.....	.....	.....	.....
4,600–4,799	.....	2	.....	.....	.....	.....	42	3	.....	.....	.....	.....	1	19	.....	.....	.....	.....
4,400–4,599	2	1	4	3	2	.....	57	11	1	2	.....	.....	1	5	.....	2	.....	.....
4,200–4,399	1	4	3	4	2	.....	101	12	7	4	1	.....	2	3	1	1	.....	.....
4,000–4,199	2	3	10	5	.....	1	115	11	10	3	1	.....	174	30	3	.....	.....	.....
3,800–3,999	2	4	8	8	8	1	192	41	10	4	2	1	.....	4	3	2	.....	.....
3,600–3,799	1	8	15	25	4	5	208	53	29	13	3	1	31	9	13	4	.....	3
3,400–3,599	.....	4	22	25	6	5	373	67	39	14	4	.....	612	45	26	11	2	.....
3,200–3,399	1	14	23	40	18	8	228	128	70	20	7	3	146	65	45	11	5	1
3,000–3,199	.....	9	36	70	36	16	478	274	147	38	14	11	290	96	85	28	9	3
2,900–2,999	.....	2	11	26	14	8	171	130	64	26	3	2	324	78	43	14	4	2
2,800–2,899	.....	4	22	30	21	16	192	161	97	41	8	9	511	98	56	34	9	5
2,700–2,799	.....	3	22	41	28	17	221	201	112	46	11	5	215	87	121	60	14	5
2,600–2,699	.....	2	14	31	36	21	209	190	136	53	14	7	424	129	141	63	16	3
2,500–2,599	.....	3	10	38	37	18	255	197	135	65	25	8	541	143	144	65	14	7
2,400–2,499	.....	8	14	35	49	31	263	240	147	90	21	15	258	237	167	100	39	16
2,300–2,399	.....	1	5	23	16	13	94	155	142	73	19	3	461	186	215	76	25	10
2,200–2,299	.....	.....	9	41	39	23	263	208	154	96	29	11	221	261	218	112	38	12
2,100–2,199	.....	2	8	43	47	26	201	210	127	85	21	9	159	341	249	158	45	26
2,000–2,099	.....	2	2	17	31	32	88	190	94	86	23	11	266	219	173	147	53	28
1,900–1,999	.....	.....	4	19	24	35	145	166	111	77	26	12	222	205	201	146	53	23
1,800–1,899	.....	.....	2	24	44	66	99	159	111	86	34	15	250	270	214	227	79	32
1,700–1,799	.....	.....	2	6	16	22	28	70	58	48	18	4	81	188	130	121	57	27
1,600–1,699	.....	.....	2	9	20	26	4	76	65	62	18	13	25	236	162	177	61	32
1,500–1,599	.....	.....	.....	7	22	37	3	44	86	69	25	12	50	219	173	162	65	28
1,400–1,499	.....	.....	.....	4	9	12	2	17	36	27	18	8	30	361	77	101	38	19
1,300–1,399	.....	.....	.....	1	6	13	1	20	17	19	14	9	6	201	93	122	30	29
1,200–1,299	.....	.....	.....	.....	3	21	.....	3	13	18	15	4	1	66	100	89	39	23
Below 1,200	.....	.....	.....	1	3	10	1	3	2	9	15	8	.....	83	105	113	76	56
Total	14	79	250	577	541	484	4,109	3,049	2,020	1,176	389	181	5,302	3,888	2,958	2,146	771	390
Median	$4,400	$3,250	$2,982	$2,666	$2,341	$2,000	$2,892	$2,485	$2,396	$2,202	$2,050	$2,050	$2,619	$2,053	$2,120	$1,883	$1,825	$1,730
Arithmetic mean	$4,836	$3,328	$3,033	$2,696	$2,375	$2,115	$2,989	$2,531	$2,418	$2,243	$2,097	$2,106	$2,668	$2,096	$2,119	$1,933	$1,842	$1,758

[1] For population ranges, see Table 1, page 57.

TABLE 15.—DISTRIBUTION OF SALARIES PAID OTHER SCHOOL EMPLOYEES IN CITIES OVER 30,000 IN POPULATION IN 1950-51

Salary groups	Chief attendance officers			Attendance officers			Head nurses			Nurses			Head janitors		
	Group I [1]	Group II [1]	Group III [1]	Group I	Group II	Group III	Group I	Group II	Group III	Group I	Group II	Group III	Group I	Group II	Group III
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
$8,000 and over	4	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
7,500–7,999	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	.....
7,000–7,499	1	2	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
6,500–6,999	.....	3	1	.....	.....	.....	1	.....	.....	.....	.....	.....	1	1	1
6,000–6,499	3	2	4	31	.....	1	.....	1	.....	.....	.....	.....	1	2	.....
5,500–5,999	2	3	7	9	4	2	1	1	2	.....	.....	2	1	3	1
5,000–5,499	1	7	8	50	8	3	1	3	4	.....	2	3	2	6	1
4,800–4,999	.....	6	6	35	11	3	1	3	2	.....	2	4	1	2	2
4,600–4,799	.....	4	11	18	10	1	1	1	1	.....	14	10	.....	8	2
4,400–4,599	1	2	4	29	17	4	.....	3	5	17	20	24	.....	3	6
4,200–4,399	.....	3	13	60	20	4	1	6	8	36	36	17	.....	3	4
4,000–4,199	.....	4	8	222	50	9	.....	2	6	20	64	23	.....	.....	9
3,800–3,999	.....	4	14	85	36	6	.....	2	10	49	42	39	.....	5	9
3,600–3,799	.....	3	15	39	31	9	1	1	6	66	88	59	.....	5	14
3,400–3,599	1	3	8	30	63	8	.....	1	11	78	116	69	1	4	6
3,200–3,399	.....	5	11	32	37	22	1	5	9	103	112	84	.....	2	10
3,000–3,199	.....	1	13	71	50	20	.....	7	12	65	104	108	.....	2	13
2,900–2,999	.....	1	3	25	13	12	.....	2	3	30	60	50	.....	.....	2
2,800–2,899	.....	2	1	150	9	8	.....	1	5	47	63	34	.....	.....	2
2,700–2,799	.....	.....	1	16	16	2	.....	.....	2	58	87	52	.....	.....	5
2,600–2,699	.....	.....	.....	26	12	5	.....	2	3	34	52	51	.....	1	1
2,500–2,599	.....	.....	.....	28	22	7	.....	.....	1	13	57	42	.....	.....	3
2,400–2,499	.....	.....	.....	7	13	6	.....	1	1	8	41	42	.....	.....	2
2,300–2,399	.....	.....	.....	.....	19	4	.....	.....	1	53	30	18	.....	.....	.....
2,200–2,299	.....	.....	.....	3	8	1	.....	.....	.....	3	14	22	.....	.....	.....
2,100–2,199	.....	.....	1	3	3	12	.....	.....	.....	2	23	11	.....	.....	1
2,000–2,099	.....	.....	.....	3	3	2	.....	.....	2	5	12	13	.....	.....	.....
1,900–1,999	.....	.....	.....	.....	2	2	.....	.....	.....	.....	13	17	.....	.....	.....
1,800–1,899	.....	.....	.....	.....	6	11	.....	.....	.....	.....	13	9	.....	.....	.....
1,700–1,799	.....	.....	.....	.....	3	2	.....	.....	.....	.....	.....	6	.....	.....	.....
1,600–1,699	.....	.....	.....	.....	2	4	.....	.....	.....	.....	2	2	.....	.....	.....
1,500–1,599	.....	.....	.....	.....	1	4	.....	.....	.....	.....	.....	6	.....	.....	.....
1,400–1,499	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	2	.....	.....	.....
1,300–1,399	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4	.....	.....	.....
1,200–1,299	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Below 1,200	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....
Total	14	57	130	972	469	175	8	42	94	687	1,067	824	9	47	94
Median	$6,333	$4,625	$3,971	$3,927	$3,447	$3,035	$4,800	$3,900	$3,545	$3,240	$3,132	$3,063	$5,750	$4,500	$3,629
Arithmetic mean	$7,179	$4,732	$4,157	$3,776	$3,436	$3,067	$4,831	$3,913	$3,650	$3,242	$3,180	$3,092	$5,906	$4,453	$3,638

[1] For population ranges, see Table 1, page 57.

TABLE 16.—DISTRIBUTION OF SALARIES PAID OTHER SCHOOL EMPLOYEES IN CITIES UNDER 30,000 IN POPULATION IN 1950-51

Salary groups	Attendance officers			Nurses			Janitors		
	Group IV [1]	Group V [1]	Group VI [1]	Group IV	Group V	Group VI	Group IV	Group V	Group VI
1	2	3	4	5	6	7	8	9	10
$4,000 and over	27	6	5	63	28	8	49	14	7
3,900–3,999	3	.....	1	13	8	4	26	6	7
3,800–3,899	2	1	.....	19	3	.....	45	9	6
3,700–3,799	6	1	1	20	4	1	31	15	7
3,600–3,699	4	2	2	32	6	6	87	46	20
3,500–3,599	3	.....	.....	32	13	2	68	37	22
3,400–3,499	9	1	1	30	9	9	126	39	12
3,300–3,399	7	3	.....	46	14	5	212	56	38
3,200–3,299	7	2	1	40	25	16	213	82	41
3,100–3,199	14	3	1	50	26	8	309	89	66
3,000–3,099	13	8	1	66	31	18	487	180	110
2,900–2,999	12	.....	2	48	17	7	422	130	85
2,800–2,899	18	1	2	56	27	13	607	216	146
2,700–2,799	9	3	1	33	17	19	772	290	164
2,600–2,699	12	2	1	43	36	18	651	276	173
2,500–2,599	16	8	2	45	34	24	669	279	212
2,400–2,499	11	6	5	41	33	18	865	503	292
2,300–2,399	11	4	1	20	13	13	412	255	129
2,200–2,299	5	4	2	18	17	5	460	284	206
2,100–2,199	12	2	1	13	8	8	528	279	167
2,000–2,099	11	4	1	11	10	8	380	208	129
1,900–1,999	4	4	3	9	8	5	311	200	107
1,800–1,899	5	5	2	11	6	4	264	192	126
1,700–1,799	5	2	1	3	.....	1	126	69	40
1,600–1,699	6	2	.....	2	.....	.....	168	101	83
1,500–1,599	5	2	3	2	.....	3	174	107	62
1,400–1,499	2	2	.....	.....	.....	3	134	79	43
1,300–1,399	.....	4	1	.....	.....	2	109	83	39
1,200–1,299	1	4	.....	.....	1	6	168	91	60
1,100–1,199	.....	2	.....	1	.....	.....	64	36	30
1,000–1,099	.....	1	.....	.....	1	1	94	47	34
900– 999	.....	1	.....	.....	.....	1	110	39	29
800– 899	.....	.....	.....	.....	.....	.....	49	21	22
Below 800	.....	.....	.....	.....	.....	1	200	170	85
Total	240	90	41	767	395	237	9,390	4,528	2,799
Median	$2,828	$2,433	$2,525	$3,042	$2,850	$2,686	$2,512	$2,401	$2,403
Arithmetic mean	$2,884	$2,505	$2,759	$3,087	$2,937	$2,708	$2,439	$2,305	$2,301

[1] For population ranges, see Table 1, page 57.

percent of increase in median salaries, as indicated in Part II, the largest cities have less real advantage today than they had in 1930-31.

These tables also show a tendency to continue paying higher salaries to teachers giving instruction to older children. The median salary of teachers in the junior high schools in cities over 500,000 in population is $329 higher than that of elementary-school teachers, and the median salary of high-school teachers is $446 higher than that of junior high-school teachers. Yet in spite of these differences there exists a trend toward salary schedules based upon preparation rather than upon school position. For trends in salary scheduling see the section beginning on page 77.

IV. Indexes of Relationships of Median Salaries

Tables 17 and 18 show comparisons of median salaries by the use of index numbers based on Tables 2 thru 7. In each city-size group the median salary of the elementary-school classroom teachers is taken as 100 for each of three school years—1930-31, 1940-41, and 1950-51.

The figures are of most significance for positions generally found in all school systems such as three major groups of classroom teachers, principals, and superintendents of schools. Positions that occur least often are likely to be found only in the school systems where relatively high salaries are paid, thus resulting in high medians for the positions.

Substantial changes in relationships from 1930-31 to 1950-51 are shown. As noted earlier, there has been a shift toward closing the gap between classroom teachers in elementary schools and in high schools. In 1930-31 the high-school median in Group I cities was 27 percent higher than the elementary-school median; in 1950-51 it is only 19 percent higher. About the same change is shown in Groups II thru VI.

Changes also have occurred in the relation-

TABLE 17.—INDEX RELATIONSHIPS OF MEDIAN SALARIES IN CITIES OVER 30,000 IN POPULATION, 1930-31, 1940-41, AND 1950-51

Type of school employee	Index of relationship, elementary teachers' salary = 100								
	Group I [1]			Group II [1]			Group III [1]		
	1930-31	1940-41	1950-51	1930-31	1940-41	1950-51	1930-31	1940-41	1950-51
1	2	3	4	5	6	7	8	9	10
Classroom teachers:									
Kindergarten	96	97	97	99	99	100	100	105	100
Elementary school	100	100	100	100	100	100	100	100	100
Atypical classes	108	101	104	111	110	112	115	111	111
Junior high school	112	115	108	114	110	110	116	115	110
High school	127	128	119	129	120	118	131	127	117
Junior college	...	...	114	...	...	139	...	...	132
Part-time or continuation school	120	116	96	124	104	114	135	131	104
Teaching department heads, deans, and assistant principals:									
Junior high school	...	...	139	...	...	105	...	...	133
High school	...	...	177	...	...	136	...	...	140
Supervising deans, department heads, and assistant principals:									
Elementary school:									
Assistant principals	182	192	136	133	150	140	171	129	135
Junior high school:									
Deans and department heads	...	...	138	...	...	106	...	...	136
Assistant principals	153	189	147	165	156	149	170	166	140
High school:									
Deans	...	...	110	150	141	143	157	153	151
Department heads	...	...	136	...	...	153	...	...	144
Assistant principals	234	171	153	187	172	153	190	192	158
Junior college:									
Deans, department heads, and assistant principals	...	...	186	...	...	159	...	...	174
Principals:									
Teaching elementary school	...	...	113	125	110	118	125	118	113
Supervising elementary school	172	163	151	165	155	147	164	154	143
Junior high school	206	211	171	204	198	166	208	197	163
High school	236	222	194	244	220	185	266	249	185
Junior college	...	...	230	...	...	221	...	...	195
Part-time or continuation school	229	209	184	188	189	180	190	196	186
Administrative and supervisory staff:									
Superintendents of schools	627	542	439	486	433	351	420	380	284
Associate, assistant, or deputy superintendents	315	266	256	278	280	234	285	269	214
Administrative assistants	...	...	176	...	...	185	...	...	187
Business managers	353	318	256	272	247	206	229	215	182
Purchasing officers	...	...	189	...	...	134	...	...	122
Auditors	...	...	183	...	...	128	...	...	121
Accountants	...	...	150	...	...	133	...	...	117
Directors, assistant directors, or supervisors of:									
Research, tests, etc.	158	160	144	171	169	158	152	155	149
Pupil personnel	...	...	132	...	...	169	...	...	142
Employee personnel	...	...	175	...	...	180	...	...	209
Vocational education	189	147	148	263	193	164	199	190	159
Physical education	134	149	141	163	162	157	154	157	147
Health	145	122	168	146	151	164	132	162	143
School library services	...	...	127	...	...	143	...	...	122
Special education	...	...	137	...	...	156	...	...	142
Adult education	...	...	150	...	...	157	...	...	162
Veteran education	...	...	131	...	...	138	...	...	136
Art	131	136	125	145	148	150	144	146	132
Music	135	131	136	145	152	149	148	151	134
Penmanship	...	...	...	147	145	146	143	152	127
Manual or industrial arts	247	149	147	235	178	157	180	173	145
Home economics	145	164	145	156	154	150	143	149	138
Audio-visual education	...	119	146	...	147	147	...	149	136
Curriculum	...	...	150	...	...	173	...	...	174
Elementary education	...	144	149	...	175	153	...	175	154
Primary grades	...	129	154	...	179	153	...	160	139
Secondary education	...	...	148	...	231	174	...	185	163
Other school employees:									
Secretarial and clerical employees:									
Secretaries to superintendents of schools	112	140	105	119	105	96	113	103	92
Secretaries of boards of education	260	197	210	219	179	181	156	165	158
Clerks in principals' offices	63	61	63	56	54	60	65	61	66
Clerks in other administrative and supervisory offices	71	73	69	75	71	73	79	77	74
Head of maintenance, operations and construction	229	240	240	209	196	173	168	175	148
Head janitors	145	166	138	121	144	133	123	120	112
Head nurses	...	...	115	113	100	115	123	111	110
Nurses	80	79	78	87	89	92	103	101	95
School physicians	...	...	136	...	...	191	...	...	178
Chief attendance officers	210	201	152	149	143	136	126	123	123
Attendance officers	90	98	94	101	102	102	108	98	94
Head, school cafeterias	...	...	147	...	...	140	...	...	112

[1] For population ranges, see Table 1, page 57.

ship of administrative salaries to those of classroom teachers. In Group II cities, for example, the superintendent's median was 386 percent higher in 1930-31 than the elementary-school classroom teacher's median, but was only 251 percent higher in 1950-51. Similar shifts can be noted for most of the administrative and supervisory positions.

The effect or lack of effect of city size on salary relationships may be studied in Tables 17 and 18. City size seems to make little difference so far as classroom teachers are concerned; the high-school median is from 14 to 19 percent higher in 1950-51 than the elementary-school median in all population groups. Superintendents of schools, however, show a definite progression from salaries 106 percent above elementary-school teachers in Group VI to 339 percent in Group I. Principals and other officers likewise tend to have a more favorable relative salary position in Groups I and II than in Groups V and VI, but the trend is not consistent thru the six population groups.

TABLE 18.—INDEX RELATIONSHIPS OF MEDIAN SALARIES IN CITIES UNDER 30,000 IN POPULATION, 1930-31, 1940-41, AND 1950-51

Type of school employee	Index of relationship, elementary teachers' salary = 100								
	Group IV [1]			Group V [1]			Group VI [1]		
	1930-31	1940-41	1950-51	1930-31	1940-41	1950-51	1930-31	1940-41	1950-51
1	2	3	4	5	6	7	8	9	10
Classroom teachers:									
Elementary school [2]	100	100	100	100	100	100	100	100	100
Junior high school	113	112	107	115	113	106	117	113	108
High school	131	126	116	130	126	114	133	124	114
Junior college	...	...	137	...	...	128	...	...	175
Part-time or continuation school	131	116	122	112	66	134	60	48	138
Supervising assistant principals, deans, and department heads:									
Junior high school	...	...	153	...	...	146	...	...	140
High school	...	...	158	...	...	158	...	...	162
Junior college	...	...	173	...	...	...	...	...	...
Principals:									
Elementary school:									
Teaching	122	118	112	121	116	113	121	117	112
Supervising	164	155	146	172	161	146	187	163	151
Total	133	129	128	127	122	124	126	123	120
Junior high school:									
Teaching	...	...	97	...	...	118	...	...	127
Supervising	...	...	155	...	...	151	...	...	141
Total	193	181	153	168	155	142	153	139	132
High school:									
Teaching	...	...	137	...	...	121	...	...	137
Supervising	...	...	172	...	...	162	...	...	160
Total	253	231	171	217	201	161	207	186	156
Junior college presidents, principals, or chief administrators	...	...	197	...	...	157	...	...	227
Administrative and supervisory staff:									
Superintendents of schools	361	328	246	321	293	224	307	280	206
Assistant superintendents	207	218	203	253	213	191	...	...	179
Business managers	224	183	153	192	167	148	...	170	157
Directors, assistant directors, or supervisors of:									
Research, tests, etc.	151	157	138	186	178	134	...	...	...
Guidance	...	...	141	...	...	140	...	...	...
Vocational education	211	176	148	180	173	147	215	170	141
Physical education	141	143	140	145	139	131	151	149	143
Health	124	112	133	122	126	132	...	...	...
School library services	...	...	117	...	...	117	...	...	115
Adult education	...	...	175	...	...	173	...	...	...
Veteran education	...	...	138	...	...	144	...	...	155
Art	128	127	120	130	124	108	125	130	123
Music	136	132	125	133	127	118	124	124	130
Manual or industrial arts	154	142	125	157	139	121	161	145	122
Home economics	120	117	111	124	116	102	131	119	113
Elementary education	...	...	151	...	...	147	...	...	159
Other school employees:									
Secretarial and clerical employees:									
Secretaries to superintendents of schools	102	96	89	91	89	83	76	76	75
Secretaries of boards of education	88	90	101	43	51	71	...	...	48
Clerks in principals' offices	68	62	63	61	62	64	67	68	64
Clerks in other administrative and supervisory offices	78	74	73	81	70	72	66	72	76
Head of maintenance, operations and construction	152	147	131	146	164	128	185	137	130
Janitors	95	92	84	98	94	85	102	103	90
Nurses	123	112	101	126	118	101	133	113	100
Attendance officers	84	86	94	...	45	86	...	...	94
Head, school cafeterias	...	...	105	...	...	110	...	...	...

[1] For population ranges, see Table 1, page 57.
[2] Includes kindergarten teachers.

V. Salary Schedules for Classroom Teachers

The questionnaire sent in each of the biennial salary inquiries includes several items on the salary schedule. This section reports the extent to which definite schedules have been adopted and their type, for each of the six population groups of cities. For the larger cities of 30,000 population and over, additional facts are reported on certain provisions of the preparation or single salary schedules which are now the dominant type.[1]

Prevalence of Salary Schedules

Almost all of the larger cities report the use of a definite salary schedule (Table 19). When cities of all sizes are combined 90 percent have a salary schedule; a number of these are using only the minimum salary schedule set by state authority.

A basic step toward fixing teachers' salaries on a professional basis is the establishment of a definite classification of salaries, with minimum salaries, increments, and maximum salaries in an orderly and defensible pattern. That a minority of even 10 percent of the city-school systems has not taken this first step toward an adequate salary policy is a reason for concern both in the profession and among laymen.

Type of Salary Schedule

Three types of salary schedules are recognized (Table 20). Schedules of the traditional type use *school position* (elementary school, high school) as the basis of classification; others recognize professional *preparation* as the basis of classification, or have only one salary class and thus have a *single schedule* so far as elementary-school and secondary-school differences are concerned. The *position-preparation* type is a combination of the two, in which the basic classes are in terms of position but differences in preparation are recognized within the classes.

A shift from the position-type schedule, then in general use, to the single salary schedule was urged by the National Education Associa-

[1] The information on the content of schedules for cities in Groups I, II, and III in Tables 21-25 is based on early returns to the salary inquiry which were tabulated and summarized in *Circulars* No. 1 and No. 2, 1951, of the Educational Research Service, American Association of School Administrators and Research Division of the National Education Association. The number of schedules analyzed is different from the total number of single salary schedules reported in Table 20.

TABLE 19.—NUMBER OF SCHOOL SYSTEMS REPORTING SALARY SCHEDULES IN 1950–51

Items	Group I [1]		Group II [1]		Group III [1]		Group IV [1]		Group V [1]		Group VI [1]		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Does your school system have a salary schedule?														
Yes	18	100.0	88	100.0	273	98.2	620	96.7	602	90.7	578	78.0	2,179	89.7
No	0	0	0	0	5	1.8	21	3.3	62	9.3	163	22.0	251	10.3
Total	18	100.0	88	100.0	278	100.0	641	100.0	664	100.0	741	100.0	2,430	100.0
Not specified	0	....	0	....	0	....	1	....	0	....	7	....	8	....

[1] For population ranges, see Table 1, page 57.

TABLE 20.—NUMBER OF SCHOOL SYSTEMS REPORTING VARIOUS TYPES OF SCHEDULES, 1950–51

Type of schedule	Group I [1]		Group II [1]		Group III [1]		Group IV [1]		Group V [1]		Group VI [1]		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Position type	1	5.6	0	0	1	0.4	3	0.5	1	0.2	1	0.2	7	0.3
Position-preparation type	1	5.6	0	0	3	1.1	17	2.7	20	3.4	15	2.6	56	2.6
Preparation type (single salary schedule)	16	88.8	88	100.0	269	98.5	597	96.8	572	96.4	552	97.2	2,094	97.1
Total reporting type of schedule	18	100.0	88	100.0	273	100.0	617	100.0	593	100.0	568	100.0	2,157	100.0

[1] For population ranges, see Table 1, page 57.

tion as early as 1920 but progress toward its adoption was slow until recent years. In recent years the percents of preparation-type schedules have been as follows:

1940-41	31.3 percent
1942-43	36.0 percent
1944-45	43.2 percent
1946-47	63.9 percent
1948-49	94.8 percent
1950-51	97.1 percent

Thus in a decade the use of preparation schedules has become almost universal.

Differences between elementary-school and secondary-school salaries shown in earlier tables make it plain that the *full effect* of the single schedule in raising the level of elementary-school salaries is still to be felt. Scarcity of qualified, experienced classroom teachers in the elementary field, and the higher teacher-education requirements for high-school positions are also reflected in the continued salary differences. In addition is the effect of salary differences in areas where elementary-school and secondary-school teachers, altho both on

TABLE 21.—MINIMUM AND MAXIMUM SALARIES IN SINGLE SALARY SCHEDULES IN CITIES OVER 30,000 in POPULATION, 1950–51

Scheduled salary [1]	For classroom teachers with four years' preparation or bachelor's degree			For classroom teachers with five years' preparation or master's degree			For classroom teachers at the highest level of preparation recognized, if higher than master's degree		
	Group I [2]	Group II [2]	Group III [2]	Group I [2]	Group II [2]	Group III [2]	Group I [2]	Group II [2]	Group III [2]
1	2	3	4	5	6	7	8	9	10
	Minimum scheduled salaries								
$3,200 or more	.....	.....	1	3	3	11	2	13	10
3,100–3,199	1	.....	3	1	3	4	.....	1	4
3,000–3,099	2	.....	5	2	1	7	3	1	3
2,900–2,999	1	6	6	.....	10	15	.....	4	3
2,800–2,899	2	2	12	4	9	19	.....	7	11
2,700–2,799	.....	6	13	.....	9	20	.....	4	9
2,600–2,699	5	14	20	4	18	41	.....	4	8
2,500–2,599	.....	7	19	1	13	20	.....	1	3
2,400–2,499	5	31	53	.....	8	18	.....	2	3
2,300–2,399	.....	3	7	.....	1	10	.....	.....	2
2,200–2,299	.....	11	23	.....	6	14	.....	2	1
2,100–2,199	.....	2	9	.....	1	4	.....	.....	.....
2,000–2,099	.....	2	13	.....	3	4	.....	.....	.....
Less than $2,000	.....	4	10	.....	1	4	.....	.....	1
Total number of schedules	16	88	194	15	86	191	5	39	58
Median of the minimum salaries	$2,660	$2,471	$2,466	$2,863	$2,656	$2,652	$3,083	$2,893	$2,818
	Maximum scheduled salaries								
$5,500 or more	.....	.....	.....	1	1	3	2	9	11
5,400–5,499	.....	.....	1	1	2	1	.....	2	1
5,300–5,399	.....	1	.....	.....	1	1	1	1	2
5,200–5,299	1	.....	2	2	1	7	1	4	2
5,100–5,199	1	1	1	1	4	1	.....	2	1
5,000–5,099	2	2	1	1	6	6	1	2	5
4,900–4,999	1	.....	1	1	1	2	.....	4	5
4,800–4,899	2	2	5	5	1	7	.....	3	4
4,700–4,799	1	4	2	1	10	10	.....	3	1
4,600–4,699	3	4	4	.....	7	12	.....	3	2
4,500–4,599	1	10	8	.....	4	17	.....	2	...
4,400–4,499	1	4	9	.....	9	12	.....	1	5
4,300–4,399	1	7	10	.....	4	11	.....	.....	6
4,200–4,299	.....	7	17	1	6	17	.....	.....	3
4,100–4,199	.....	6	13	.....	4	10	.....	1	3
4,000–4,099	1	7	19	.....	3	20	.....	2	1
3,900–3,999	.....	5	8	.....	5	14	.....	1	.....
3,800–3,899	.....	3	19	.....	3	13	.....	.....	2
3,700–3,799	.....	3	13	1	4	2	.....	.....	.....
3,600–3,699	.....	5	14	.....	6	7	.....	1	.....
3,500–3,599	.....	4	9	.....	.....	2	.....	.....	1
3,400–3,499	1	3	9	.....	1	2	.....	.....	.....
3,300–3,399	.....	3	3	.....	.....	4	.....	.....	.....
3,200–3,299	.....	3	6	.....	.....	2	.....	.....	.....
3,100–3,199	.....	1	5	.....	2	1	.....	.....	.....
Less than $3,100	.....	4	17	.....	2	10	.....	.....	1
Total number of schedules	16	89	196	15	87	194	5	41	61
Median of the maximum salaries	$4,700	$4,158	$3,938	$4,890	$4,439	$4,259	$5,350	$4,988	$4,813

[1] Cost-of-living adjustments, where reported, were included in the minimum and maximum scheduled salaries.
[2] For population ranges, see Table 1, page 57.

preparation-type schedules, are in separate school systems.

Minimum and Maximum Salaries

Table 21 shows distributions of minimum and maximum salaries according to city population and according to three levels of preparation. Medians of the minimum and maximum salaries are also shown.

Within each population group the medians of the minimums and maximums tend to rise with level of preparation. Also, within each group on the basis of preparation, the medians of the minimums and maximums tend to rise with the size of the cities.

For classroom teachers with four years of preparation or bachelor's degrees, the median of minimum salaries is $2660 in Group I, $2471 in Group II, and $2466 in Group III. The medians of maximum salaries for bachelor's-degree teachers are $4700, $4158, and $3938 respectively.

Medians of the minimums and the maximums are also reported in Table 21 for classroom teachers with five years of preparation, a salary class represented in nearly all of the schedules analyzed. From a third to a half of the schedules recognize preparation beyond the master's degree; these schedules are represented in columns 8, 9, and 10 of Table 21.

TABLE 22.—SALARY DIFFERENTIALS ON BASIS OF PROFESSIONAL PREPARATION IN SINGLE SALARY SCHEDULES IN CITIES OVER 30,000 IN POPULATION, 1950–51

Amount of salary differential	Amount by which four-year or bachelor's-degree salary class exceeds the three-year or no-degree class			Amount by which five-year or master's-degree salary class exceeds the bachelor's-degree class			Amount by which highest preparation class exceeds the master's-degree class		
	Group I [1]	Group II [1]	Group III [1]	Group I [1]	Group II [1]	Group III [1]	Group I [1]	Group II [1]	Group III [1]
1	2	3	4	5	6	7	8	9	10
				At minimum salary					
$550 or more	....	5	3	....	....	1	....	1	1
500–549	....	1	6	1	2	1	....	....	....
450–499	....	4	3	....	2	....	....	2	1
400–449	....	4	13	....	1	5	....	....	2
350–399	....	....	2	....	2	1	....	1	1
300–349	1	2	19	1	3	13	1	2	2
250–299	1	2	3	1	3	2	1	2	....
200–249	2	11	35	9	38	85	2	11	20
150–199	....	6	11	....	6	18	....	4	4
100–149	....	7	28	2	17	56	....	4	19
50– 99	....	1	5	....	2	3	....	1	....
No difference	2	9	15	1	9	6	1	10	6
Total number of schedules that include the two classes concerned	6	52	143	15	85	191	5	38	56
Median differential	$225	$214	$218	$225	$211	$207	$238	$200	$188
				At maximum salary					
$950 or more	....	4	13	....	....	6	....	....	1
900–949	....	5	6	....	....	2	....	....	....
850–899	....	1	2	....	1	....	....	....	....
800–849	....	3	11	....	....	....	....	1	....
750–799	....	2	4	....	....	....	....	1	....
700–749	....	4	9	....	2	1	....	1	1
650–699	....	....	2	....	1	1	....	....	1
600–649	1	5	7	....	....	7	....	4	1
550–599	....	1	5	....	....	2	....	....	....
500–549	....	4	11	1	2	14	....	3	3
450–499	....	2	4	1	6	3	....	2	2
400–449	5	7	31	1	13	36	2	3	12
350–399	....	2	5	....	3	5	....	2	1
300–349	....	6	17	3	14	33	....	7	9
250–299	....	1	1	1	4	8	1	1	2
200–249	1	8	20	8	31	54	2	13	18
150–199	....	1	5	....	5	7	....	1	3
100–149	....	3	8	....	4	14	....	2	6
50– 99	....	....	....	....	1	....	....	1	....
No difference	1	....	1	....	....	....	....	1	....
Total number of schedules that include the two classes concerned	8	59	162	15	87	193	5	43	60
Median differential	$420	$488	$439	$247	$281	$320	$275	$318	$306

[1] For population ranges, see Table 1, page 57.

The proportion of schedules of this type is larger than in 1948-49 but is still small enough so that the comparisons with lower levels of preparation are less trustworthy than the comparisons shown in Table 22.

In Table 22 the salary differentials between successive levels of preparation are tabulated. The only two levels of preparation that are found in practically all the schedules studied are the four-year and five-year levels. It will be noted from columns 5, 6, and 7 of Table 22 that the maximum salary for the five-year level of preparation exceeds the maximum salary of the four-year level by a median differential of $247 in the Group I cities, $281 in Group II, and $320 in Group III. There is a wide range of practice. For example, there are several schedules in which the differential for the master's degree is more than $850 and a good many in which it is less than $250.

Scheduled Salary Increments

The size, number, and spacing of the annual increments in the schedules studied are reported in Tables 23, 24, and 25. The information is given for only one salary class—classroom teachers with four years' professional preparation or bachelor's degrees. Distributions and medians are shown and a wide range of practice is noted.

The *size* of increments is shown in Table 23. The median of the increments most nearly typical of each schedule is $175 for the Group I cities, $115 for Group II, and $106 for Group III. The distributions show that in each population group a substantial number of schedules include annual increments of $200 or more. Of the largest cities of more than a half-million population, more than one-third report $200 increments.

Information on the *number* of annual increment steps is shown in Table 24. The range is wide, from five increments to twenty-three or more. Relatively few schedules, however, provide less than ten or more than seventeen increments. The median practice is eleven increments in Group I, twelve in Group II, and thirteen in Group III.

TABLE 23.—SIZE OF INCREMENTS LEADING FROM MINIMUM TO MAXIMUM SALARY IN BACHELOR'S-DEGREE SALARY CLASS IN SINGLE SALARY SCHEDULES IN CITIES OVER 30,000 IN POPULATION, 1950–51

Size of increment	Group I [1]			Group II [1]			Group III [1]		
	Low [2]	Modal or typical [2]	High [2]	Low [2]	Modal or typical [2]	High [2]	Low [2]	Modal or typical [2]	High [2]
1	2	3	4	5	6	7	8	9	10
$260 or more	....	....	2	....	....	5	....	....	9
250–259	....	1	1	....	....	....	....	....	1
240–249	....	....	....	....	....	....	....	....	....
230–239	....	....	....	....	....	....	....	....	....
220–229	....	....	....	....	....	....	1	1	2
210–219	....	....	....	....	....	....	....	....	....
200–209	6	6	6	6	11	17	7	15	30
190–199	....	....	....	1	1	1	....	1	3
180–189	1	1	....	....	....	....	....	1	1
170–179	....	....	....	....	....	....	1	1	2
160–169	1	1	....	3	5	1	1	1	1
150–159	2	4	4	10	18	19	18	28	23
140–149	1	1	1	1	1	1	....	1	1
130–139	....	....	....	1	2	3	....	....	....
120–129	....	....	....	6	6	11	7	14	16
110–119	....	1	1	....	....	2	5	4	4
100–109	3	1	1	31	26	16	83	80	66
90– 99	1	....	....	2	1	1	5	6	6
80– 89	....	....	....	2	5	4	4	5	4
70– 79	....	....	....	3	2	1	10	12	9
60– 69	....	....	....	3	3	2	7	4	2
50– 59	....	....	....	15	6	3	33	15	10
Less than $50	1	....	....	4	1	1	9	2	1
Total number of schedules	16	16	16	88	88	88	191	191	191
Median increment	$160	$175	$202	$105	$115	$140	$103	$106	$109

[1] For population ranges, see Table 1, page 57.

[2] "Low," "Modal or typical," and "High" increments: In a large proportion of schedules the annual increments are uniform in size, e.g., 12 annual increments at $150; but in others they vary, e.g., 5 at $200, 4 at $125, 3 at $100. Where the increments are uniform, the same amount is tallied under "Low," "Modal or typical," and "High" but where they vary in size, the three columns permit the accurate recording of the lowest, typical, and highest increments scheduled.

TABLE 24.—NUMBER OF INCREMENTS IN SINGLE SALARY SCHEDULES IN CITIES OVER 30,000 IN POPULATION, 1950–51 [1]

Number of increments in bachelor's-degree salary class	Group I [1]	Group II [1]	Group III [1]
1	2	3	4
23 or more	..	1	..
22	..	1	1
21	..	..	2
20	..	1	4
19	..	2	2
18	..	4	7
17	..	4	6
16	..	9	20
15	1	5	15
14	1	7	24
13	1	9	17
12	2	12	29
11	6	16	21
10	4	9	14
9	..	5	12
8	1	2	10
7	..	1	2
6	..	..	3
5	..	..	2
Total number of schedules	16	88	191
Median number of increments	11	12	13

[1] For population ranges, see Table 1, page 57.

The existence of salary classes for higher levels of preparation, which sometimes have more increments than the four-year level, may add to the total increment span for an individual classroom teacher.

The number and the size of increments are interrelated problems. The theory underlying the granting of annual increments does not interpret the increment as primarily a reward for increased "efficiency" but as a device for getting the classroom teacher in orderly fashion from the minimum that is appropriate for an inexperienced professional worker living alone to a maximum that is appropriate for an experienced professional person with the family responsibilities that come with maturity.

If the attainment of the maximum is delayed too long the classroom teacher has to get along for many years at less than an adequate salary for his growing responsibilities. On the other hand, if the maximum is reached too soon, the relatively young classroom teacher may face the prospect of twenty to thirty years of service with no chance for a salary increase until the schedule is revised.

Related to these questions is the practice as to uniformity or variety in the size of increments, reported in Table 25.

The argument is sometimes heard that increments should be larger in the first few years of service, to get the classroom teacher rather quickly to at least a minimum family maintenance budget, and that later increments might be smaller. A conflicting argument is sometimes advanced, to the effect that because the salary fund as a whole is usually too small and because many classroom teachers drop out after a few years of teaching, increments in the earlier years should be relatively small. This would make it possible to reserve a larger proportion of the salary fund for those who make a life career of teaching. That these arguments may tend to cancel each other is suggested by the fact that the majority practice in each population group is to have increments of uniform size thruout, or of uniform size except the first or last.

TABLE 25.—UNIFORMITY OR VARIETY IN SIZE OF INCREMENTS IN BACHELOR'S-DEGREE SALARY CLASS IN SINGLE SALARY SCHEDULES IN CITIES OVER 30,000 IN POPULATION, 1950–51

Practice	Percent of schedules		
	Group I [1]	Group II [1]	Group III [1]
1	2	3	4
Increments uniform in size	62.5%	43.2%	51.3%
Increments uniform, except that first or last increment may vary from others	18.7	18.2	8.9
Larger increments in early years of service	....	12.5	12.1
Larger increments in later years of service	6.3	9.1	11.5
Increments vary in other ways	12.5	17.0	16.2
Total percent	100.0%	100.0%	100.0%
Total number of schedules	16	88	191

[1] For population ranges, see Table 1, page 57.

VI. Forms and Definitions Used in Collecting Data

To illustrate the method by which the study was made, part of one of the forms used in collecting figures is shown below. The form reproduced was sent to cities over 30,000 in population. Other pages of the inquiry provided spaces for reporting the salaries of principals, supervisors, clerks, and other school employees.

Teaching principals were defined as those doing some regular classroom teaching, while supervising principals were those giving full time to administration and supervision. Vice-principals, assistant principals, and deans were to be reported under these classifications only if the persons concerned devoted half time or more to administrative or supervisory duties.

The form sent to cities under 30,000 in population is similar to the one reproduced below except that the elementary-school teachers category was expanded to include kindergarten teachers, teachers of atypical classes, and teachers rated as assistant or viceprincipals in elementary schools. Similarly, the classifications of junior high-school teachers and high-school teachers were expanded to include teachers rated as heads of departments, and assistant principals or viceprincipals in these schools.

FIGURE I.—SAMPLE SECTION FROM QUESTIONNAIRE FORM

PART I. SALARIES PAID FULL-TIME SCHOOL EMPLOYEES, 1950-51—Continued

C.—Classroom Teachers and Other School Employees

Salary Groups All salaries should be in terms of annual salary including any emergency salary adjustments	Give the number of teachers whose salaries fall in each of the salary groups indicated below CLASSROOM TEACHERS (Include teachers of vocational and special subjects, and school librarians)									Give the number of employees whose salaries fall in each of the salary groups indicated below OTHER SCHOOL EMPLOYEES			
	Kindergarten teachers (those teaching a full school day)	Elementary teachers. (Also include assistant principals giving more than half time to classroom teaching.)	Teachers of atypical classes (ungraded rooms, subnormal groups, open-air classes, cardiac classes, etc.)	Junior high-school teachers when maintained as a separate school organization	Teaching junior high-school department heads, deans, and assistant principals (those giving more than half time to classroom teaching)	High-school teachers. (Include teachers in regular four-year high schools, senior high schools, and junior-senior high schools.)	Teaching high-school department heads, deans, and assistant principals (those giving more than half time to classroom teaching)	Junior college teachers when maintained as a separate school organization. (When combined with high school, report under high-school teachers.)	Full-time teachers in part-time or continuation schools and adult education	Full-time school nurses. (Do not include head nurse reported on line 37 of page 2.)	Full-time attendance officers. (Do not include chief attendance officer reported on line 35 of page 2.)	Full-time stenographers, typists, and clerks in principals' offices	Full-time stenographers, typists, and clerks in offices of administrative and supervisory officers. (Do not include secretaries reported on lines 4 and 5 of page 2.)
1	2	3	4	5	6	7	8	9	10	11	12	13	14
Below $1200													
1200–1299													
1300–1399													
1400–1499													
1500–1599													
1600–1699													
1700–1799													
5100–5199													
5200–5299													
5300–5399													
5400–5499													
5500–5599													
5600–5699													
5700–5799													
5800–5899													
5900–5999													
6000 and over													
Totals													

Related NEA Publications

(Unless otherwise indicated, all items are reports of the NEA Research Division)

A. Discussions of Principles and Issues

1. *Problems and Principles in the Scheduling of Teachers' Salaries.* 1940. 36 p. 25¢. (Committee on Salaries.)

2. *Salary Scheduling.* Discussion Pamphlet No. 8, revised 1949. 24 p. 15¢. (Department of Classroom Teachers and Research Division.)

3. "Analysis of Single Salary Schedules." *Research Bulletin* 25: 73-112; October 1947. 25¢.

4. *Cost-of-Living Trends—Their Meaning for Teachers.* 1945. 25 p. 15¢.

B. Other Releases from Biennial Salary Survey

5. *Special Salary Tabulations, 1950-51.* 1951.

A series of detailed reports showing distribution of salaries paid, averages, and medians for specific types of employees, arranged by names of cities in each population group. Available in the last half of 1951. Price and further details upon request.

6. *Teachers' Salary Schedules in 107 School Systems in Cities over 100,000 in Population, 1950-51.* Educational Research Service Circular No. 2, 1951. 31 p. (Planographed) $1. (Research Division and American Association of School Administrators.)

7. *Teachers' Salary Schedules in 200 School Systems in Cities 30,000 to 100,000 in Population, 1950–51.* Educational Research Service Circular No. 1, 1951. 50 p. (Planographed) $1. (Research Division and American Association of School Administrators.)

8. *Basic Salary Schedules for Principals in Cities over 2,500 in Population, 1948–49.* Educational Research Service Circular No. 8, 1949. 34 p. (Planographed) $1. (Research Division and American Association of School Administrators.) (Report on 1950–51 schedules for principals to be issued later in 1951.)

9. *Equivalents for College Credits Recognized as Meeting Professional-Growth Requirements of Salary Schedules in Cities over 30,000 in Population.* Educational Research Service Circular No. 1, 1950. 35 p. (Planographed) 50¢. (Research Division and American Association of School Administrators.)

10. *Salaries of School Librarians in 165 School Systems in Cities over 30,000 in Population, 1948–49.* Educational Research Service Circular No. 5, 1949. 25 p. (Planographed) 50¢. (Research Division and American Association of School Administrators.)

11. *Salaries of Superintendents of Schools.* Educational Research Service Circular No. 9, 1949. 30 p. (Planographed) 50¢. (Research Division and American Association of School Administrators.)

C. Special Studies of Practice

12. "The Principal's Economic Status." *The Elementary-School Principalship—Today and Tomorrow.* Twenty-Seventh Yearbook, 1948. Chapter II, p. 28-41. $3. (Department of Elementary School Principals.)

13. *Salaries of Employees Engaged in Operation and Maintenance of Buildings in 133 School Systems in Cities above 30,000 in Population, 1946–47.* Educational Research Service Circular No. 1, 1948. 47 p. (Planographed) 50¢. (Research Division and American Association of School Administrators.)

14. *Salaries of School Clerical Employees, 1944–45, Part I: Distributions and Averages.* Educational Research Service Circular No. 1, 1946. 42 p. (Planographed) 50¢. (Research Division and American Association of School Administrators.)

15. *Salaries of School Clerical Employees, 1944–45, Part II: Rates of Pay.* Educational Research Service Circular No. 2, 1946. 17 p. (Planographed) 50¢. (Research Division and American Association of School Administrators.)

16. *State Minimum-Salary Laws for Teachers, 1950–51.* 1950. 33 p. (Planographed)

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THE value which a community sets on its schools may be judged in part by the salaries paid to the teaching staff. What the schools teach and how well they teach it, will depend in large part on the teachers in the classroom. The responsibility of the individual teacher is a heavy one. If there is any one individual, more than another, outside of the home on whom the continuity or permanence of our American heritage depends it is the public-school teacher. The concern of a community for its children and youth, their growth and development, with all that a broadly conceived program of education implies, is not satisfied merely by the employment of a teacher. A community has a right to teachers of character, of skill, of inspiration, whose vision projects the classroom activities of the day into the larger responsibilities of tomorrow, and who senses the import of the mental, moral, physical, and spiritual potential of each individual child. The educational need is vital, the personnel should be superior. Parents desire the best teaching service in the schools which their children attend. Citizens and civic groups take pride in good schools as one of the greatest assets of a community. All civic groups, patrons and parents, recognize the importance of good teaching and good teachers in the making of good schools. Teaching is a profession. Good teaching service, like other good professional services, is purchasable.—*Report of a Survey of the Public Schools of the District of Columbia,* George D. Strayer, director, 1949.